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Ontario
Ministry of
Labour



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1981



Prepared by
Research Branch
Ontario Ministry of Labour
June 1981

Hon Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister



Ontario
Ministry of
Labour



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FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolyn Beange. For further information on any of the tables, please call Carolyn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
June 30, 1981

Highlights

During the first quarter of 1981, 105 agreements covering 80,236 employees were negotiated in Ontario for bargaining units of 200 or more employees. The volume of bargaining activity was relatively low when compared with the quarterly statistics for the preceding four years. The majority of agreements negotiated were in the non-manufacturing sector, with education, local administration, health, provincial administration and the federal administration accounting for 74 per cent of the agreements and approximately 84 per cent of all employees affected in that sector. While the industrial distribution of negotiated agreements was less concentrated in the manufacturing sector, the dominant industries within this sector were food and beverages, textiles, paper, fabricated metals, transportation equipment, non-metallic minerals and chemicals. These industries accounted for 74 per cent of the agreements negotiated and affected roughly 75 per cent of the workers in that sector.

The average annual base wage increase for all industries combined was 11.3 per cent, up from 9.6 per cent in the previous quarter. Both the manufacturing and non-manufacturing sectors recorded base wage increases which were higher than those of the previous quarter. However, the agreements with COLA clauses in both sectors did not display a similar pattern. Agreements with COLA clauses in the manufacturing sector recorded a base wage increase of 5.5 per cent, up from 4.9 per cent in the fourth quarter of 1980, and non-manufacturing COLA agreements recorded a decline from 9.7 per cent in the preceding quarter to 8.2 per cent in the quarter under study. In general, wage increases for agreements without COLA clauses continue to be higher than for agreements with COLA clauses. For example, agreements without COLA clauses recorded a base wage increase of 12.4 per cent for all industries combined as opposed to 7.1 per cent for those agreements with COLA provisions.

AVERAGE ANNUAL INCREASE

	<u>First Quarter</u> <u>1981</u>		<u>Fourth Quarter</u> <u>1980</u>	
	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>	<u>Per</u> <u>cent</u>	<u>Cents</u> <u>per hour</u>
All Industries (including construction)	11.3	76.2	9.6	65.6
Manufacturing	9.4	65.2	6.8	45.1
Non-Manufacturing (excluding construction)	11.8	79.2	10.7	72.0
Construction	-	-	9.1	104.8

Of the 105 agreements negotiated in the first quarter of 1981, approximately 21 per cent, as compared to 29.9 per cent in the preceding quarter, contained COLA clauses. This figure represents the lowest

incidence of COLA clauses since the third quarter of 1979 when only 20.8 per cent of the agreements negotiated contained such clauses. The reduction in the incidence of COLA clauses recorded for the quarter under study may at first sight seem somewhat surprising, given present inflationary trends, and hence the need for workers to establish some sort of protective mechanism against eroding wages. However, the incidence of COLA clauses generally exhibits some fluctuation on a quarterly basis, and the first quarter figures may not be indicative of future trends in this regard.

In the first quarter of 1981, the proportion of three-year agreements declined from 22.1 per cent in the previous quarter to 9.5 per cent; one-year agreements also recorded a decline from 25.2 per cent in the previous quarter to 23.8 per cent in the first quarter of 1981. This suggests a heavy concentration of two-year agreements; in fact they increased from 52.7 per cent of all agreements negotiated in the fourth quarter to just over 66 per cent in the quarter under study. Although there was a significant decline in the number of three-year agreements, the incidence of COLA clauses therein increased from 86.2 per cent in the previous quarter to 90 per cent in the first quarter of 1981. This lends support to the hypothesis that the frequency of longer term agreements is generally determined by the inclusion of COLA clauses or other wage-protection mechanisms.

The average annual base wage increase in one-year agreements was 11.3 per cent, in two-year agreements 12.1 per cent and in three-year agreements, 5.2 per cent, the latter displaying a fractional decline from the 5.3 per cent recorded for the fourth quarter of 1980.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first, second and third twelve months of all agreements increased respectively from 10.1, 9.2 and 3.7 per cent to 11.4, 9.4 and 4.5 per cent.

Table 13 reveals that over 68 per cent of the agreements negotiated provided for increases within the 10 to 14.9 per cent range, a significantly higher proportion than the 47.3 per cent recorded for the same range in the preceding quarter. Agreements providing increases within the 5.0 to 9.9 per cent range declined from 34.3 per cent to 14.3 per cent. These figures suggest a trend towards double digit increases which are likely to continue as long as inflation rates remain at relatively high levels.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	105	25	70	10	-	-
NUMBER OF EMPLOYEES AFFECTED	80,236	41,633	33,907	4,696	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	11.3	11.3	12.1	5.2	-	-
AGREEMENTS WITH COL CLAUSE	7.1	7.8	8.5	4.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.4	12.2	12.6	13.8	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	76.2	74.1	83.9	40.2	-	-
AGREEMENTS WITH COL CLAUSE	60.6	69.3	66.6	37.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	80.5	75.3	86.1	77.3	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	105	80,236	11.3	76.2	22	17,166	7.1	60.6	83	63,070	12.4	80.5
ALL INDUSTRIES (EXCL CONST) ..	105	80,236	11.3	76.2	22	17,166	7.1	60.6	83	63,070	12.4	80.5
MANUFACTURING	43	17,121	9.4	65.2	17	6,912	5.5	41.6	26	10,209	12.0	81.2
FOOD, BEVERAGES	5	1,993	12.1	82.2	1	278	11.3	91.0	4	1,715	12.3	80.7
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	4	1,183	10.6	55.5	1	245	4.9	26.0	3	938	12.0	63.2
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	5	1,324	13.6	87.8	-	-	-	-	5	1,324	13.6	87.8
PRINTING, PUBLISHING	1	250	7.4	35.6	-	-	-	-	1	250	7.4	35.6
PRIMARY METALS	2	965	3.2	25.3	-	-	-	-	-	-	-	-
FABRICATED METALS	5	2,435	5.9	40.4	2	965	3.2	25.3	-	-	-	-
MACHINERY	2	790	5.8	40.8	4	2,152	5.3	37.6	1	283	10.5	61.3
TRANSPORTATION EQUIP	5	1,225	8.2	48.2	1	475	2.9	23.6	1	315	10.2	66.8
ELECTRICAL PRODUCTS	3	1,161	10.6	60.1	2	525	8.3	48.8	3	700	8.2	47.8
NON-METALLIC MINERALS	4	1,637	9.0	73.9	1	237	6.2	42.5	2	924	11.7	64.7
PETROLEUM, OIL	1	225	12.7	106.5	3	1,187	7.6	62.2	1	450	12.7	104.5
CHEMICALS	4	2,985	11.4	94.1	-	-	-	-	1	225	12.7	106.5
MISCELLANEOUS MFG	2	948	8.7	55.0	1	530	3.6	40.0	3	2,455	13.1	105.8
NON-MANUFACTURING (EXCL CONST)	62	63,115	11.8	79.2	5	10,254	8.2	73.4	1	630	11.2	69.0
FORESTRY	2	496	12.6	116.0	-	-	-	-	57	52,861	12.5	80.3
MINING, QUARRYING	-	-	-	-	-	-	-	-	2	496	12.6	116.0
TRANSPORTATION	3	2,258	10.5	87.0	1	400	8.7	58.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	2	1,858	10.9	93.2
COMMUNICATIONS	1	600	16.1	96.8	-	-	-	-	1	600	16.1	96.8
ELECTRIC, GAS, WATER	1	359	10.6	62.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1	300	11.1	72.0	1	359	10.6	62.0	1	300	11.1	72.0
RETAIL TRADE	1	975	14.7	96.0	-	-	-	-	1	975	14.7	96.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,327	10.8	51.3	-	-	-	-	2	1,327	10.8	51.3
EDUCATION, RELATED SERVICES	13	6,270	10.4	84.2	-	-	-	-	11	5,295	10.2	78.8
HEALTH, WELFARE SERVICES ..	8	2,331	13.3	76.5	2	975	11.6	113.5	8	2,331	13.3	76.5
RECREATIONAL SERVICES	1	260	9.2	90.0	-	-	-	-	1	260	9.2	90.0
MANAGEMENT SERVICES	1	600	14.8	128.2	-	-	-	-	1	600	14.8	128.2
PERSONAL SERVICES	3	2,980	10.9	47.6	-	-	-	-	3	2,980	10.9	47.6
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8	15,630	10.6	79.9	-	-	-	-	7	7,110	14.1	91.8
PROVINCIAL ADMINISTRATION ..	5	24,000	12.7	71.6	-	-	-	-	5	24,000	12.7	71.6
LOCAL ADMINISTRATION	12	4,729	12.1	120.0	-	-	-	-	12	4,729	12.1	120.0
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	25	41,633	11.3	74.1	70	33,907	12.1	83.9	10	4,696	5.2	40.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	25	41,633	11.3	74.1	70	33,907	12.1	83.9	10	4,696	5.2	40.2	-	-	-	-
MANUFACTURING	6	2,243	11.5	65.2	28	10,474	11.0	76.7	9	4,404	4.6	37.7	-	-	-	-
FOOD, BEVERAGES	1	740	12.0	60.0	3	975	12.5	96.5	1	278	11.3	91.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	3	938	12.0	63.2	1	245	4.9	26.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	5	1,324	13.6	87.8	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	1	250	7.4	35.6	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	533	10.2	54.4	2	648	9.9	68.3	1	965	3.2	25.3	-	-	-	-
MACHINERY	1	315	10.2	66.8	-	-	-	-	1	475	2.9	23.6	-	-	-	-
TRANSPORTATION EQUIP.	-	-	-	-	5	1,225	8.2	48.2	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	3	1,161	10.6	60.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	450	12.7	104.5	3	1,187	7.6	62.2	-	-	-	-
PETROLEUM, OIL	-	-	-	-	1	225	12.7	106.5	-	-	-	-	-	-	-	-
CHEMICALS	1	405	15.7	106.0	3	2,580	10.8	92.3	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	2	948	8.7	55.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	19	39,390	11.3	74.6	42	23,433	12.6	87.0	1	292	13.8	77.3	-	-	-	-
FORESTRY	-	-	-	-	2	496	12.6	116.0	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	3	2,258	10.5	87.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	600	16.1	96.8	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	1	359	10.6	62.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	300	11.1	72.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	1	975	14.7	96.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-	1	1,035	10.0	44.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	7	2,905	9.5	68.9	6	3,365	11.3	97.4	1	292	13.8	77.3	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	8	2,331	13.3	76.5	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	1	260	9.2	90.0	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	600	14.8	128.2	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	3	2,980	10.9	47.6	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION ...	3	10,480	8.0	75.2	5	5,150	15.8	89.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	5	24,000	12.7	71.6	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	1	545	11.6	135.2	11	4,184	12.2	118.0	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	2	8,770	7.8	69.3		11	3,992	8.5	66.6		9	4,404	4.6	37.7		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	2	8,770	7.8	69.3		11	3,992	8.5	66.6		9	4,404	4.6	37.7		-	-	-	-	
MANUFACTURING	1	250	10.0	46.7		7	2,258	6.8	48.6		9	4,404	4.6	37.7		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		1	278	11.3	91.0		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		1	245	4.9	26.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	250	10.0	46.7		2	648	9.9	68.3		2	965	3.2	25.3		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		1	1,254	1.9	20.0		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	525	8.3	48.8		1	475	2.9	23.6		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		1	237	6.2	42.5		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		3	1,187	7.6	62.2		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	530	3.6	40.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	318	3.9	27.5		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	1	8,520	7.7	70.0		4	1,734	10.7	90.0		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	400	8.7	58.0		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	359	10.6	62.0		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	-	-	-	-		2	975	11.6	113.5		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	1	8,520	7.7	70.0		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	23	32,863	12.2	75.3	59	29,915	12.6	86.1	1	292	13.8	77.3	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	23	32,863	12.2	75.3	59	29,915	12.6	86.1	1	292	13.8	77.3	-	-	-	-	-	-	-	-
MANUFACTURING	5	1,993	11.7	67.5	21	8,216	12.1	84.5	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	1	740	12.0	60.0	3	975	12.5	96.5	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	3	938	12.0	63.2	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	5	1,324	13.6	87.8	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	1	250	7.4	35.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	1	283	10.5	61.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	1	315	10.2	66.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	3	700	8.2	47.8	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	2	924	11.7	64.7	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	1	450	12.7	104.5	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	1	225	12.7	106.5	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	405	15.7	106.0	2	2,050	12.6	105.8	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	1	630	11.2	69.0	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	18	30,870	12.2	75.9	38	21,699	12.8	86.8	1	292	13.8	77.3	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	2	496	12.6	116.0	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	2	1,858	10.9	93.2	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	600	16.1	96.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	300	11.1	72.0	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	1	975	14.7	96.0	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	1	1,035	10.0	44.0	1	292	13.8	77.3	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	7	2,905	9.5	68.9	4	2,390	11.1	90.8	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	8	2,331	13.3	76.5	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	1	260	9.2	90.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	600	14.8	128.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	3	2,980	10.9	47.6	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	2	1,960	9.4	97.8	5	5,150	15.8	89.5	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	5	24,000	12.7	71.6	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	1	545	11.6	135.2	11	4,184	12.2	118.0	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	105	2	23	11	59	9	1	-	-
NUMBER OF EMPLOYEES AFFECTED	80,236	8,770	32,863	3,992	29,915	4,404	292	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	11.4	7.8	11.6	10.1	13.4	5.1	16.8	-	-
SECOND 12 MONTHS OF AGREEMENT	9.4	-	-	7.0	10.6	4.4	12.2	-	-
THIRD 12 MONTHS OF AGREEMENT	4.5	-	-	-	-	4.3	12.5	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	11.3	7.8	12.2	8.5	12.6	4.6	13.8	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	75.7	69.3	72.5	74.5	86.5	39.6	82.0	-	-
SECOND 12 MONTHS OF AGREEMENT	71.8	-	-	58.7	79.3	36.4	70.0	-	-
THIRD 12 MONTHS OF AGREEMENT	37.5	-	-	-	-	37.3	80.0	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	76.2	69.3	75.3	66.6	86.1	37.7	77.3	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1981,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	12.5	10.5	6.1	-	11.6	-	13.4	10.6	-	16.8	12.2	12.5	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	12.5	10.5	6.1	-	11.6	-	13.4	10.6	-	16.8	12.2	12.5	-	-	-	-	-	-	-	-
MANUFACTURING	12.9	10.9	-	-	12.4	-	13.0	11.2	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	12.4	12.3	-	-	12.0	-	12.7	12.3	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	11.9	12.2	-	-	-	-	11.9	12.2	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	16.1	11.2	-	-	-	-	16.1	11.2	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	10.7	-	-	-	10.7	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	10.5	-	-	-	10.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	12.0	-	-	-	12.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	9.1	7.5	-	-	-	-	9.1	7.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	13.0	10.5	-	-	-	-	13.0	10.5	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	13.4	11.9	-	-	-	-	13.4	11.9	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	13.5	12.0	-	-	-	-	13.5	12.0	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	13.7	12.0	-	-	15.7	-	13.3	12.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	12.0	10.4	-	-	-	-	12.0	10.4	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	12.4	10.3	12.5	-	11.5	-	13.5	10.3	-	16.8	12.2	12.5	-	-	-	-	-	-	-	-
FORESTRY	15.8	9.5	-	-	-	-	15.8	9.5	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	12.4	9.6	-	-	-	-	12.4	9.6	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	16.1	-	-	-	16.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	11.2	11.0	-	-	-	-	11.2	11.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	15.2	14.3	-	-	-	-	15.2	14.3	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	11.5	10.5	12.5	-	-	-	10.0	10.0	-	16.8	12.2	12.5	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	9.7	12.4	-	-	9.5	-	9.9	12.4	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	15.0	11.8	-	-	-	-	15.0	11.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	9.2	-	-	-	9.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	14.8	-	-	-	14.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	11.6	10.1	-	-	-	-	11.6	10.1	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	14.2	8.3	-	-	9.4	-	16.0	8.3	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	11.8	-	-	-	11.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	13.7	10.4	-	-	11.6	-	14.0	10.4	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

ALL AGREEMENTS
COST-OF-LIVING CLAUSE

AGREEMENTS WITH
COST-OF-LIVING CLAUSE

AGREEMENTS WITHOUT
COST-OF-LIVING CLAUSE

EMPLS

AGRTS

EMPLS

AGRTS

EMPLS

AGRTS

AVERAGE ANNUAL INCREASE
IN PER CENT

ALL INDUSTRIES, EXCLUDING CONSTRUCTION

IN PER CENT

UNDER	4.9 PER CENT	10	4,574	9	4,274	1	300
5.0 -	9.9 PER CENT	15	16,157	6	10,150	9	6,007
10.0 -	14.9 PER CENT	72	52,953	7	2,742	65	50,211
15.0 -	19.9 PER CENT	8	6,552	-	-	8	6,552
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		11.3		7.1		12.4	

AVERAGE

IN CENTS PER HOUR

UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 CENTS	-	-	-	-	-	-
20.0 -	29.9 CENTS	7	3,557	6	3,257	1	300
30.0 -	39.9 CENTS	7	2,264	3	717	4	1,547
40.0 -	49.9 CENTS	6	2,504	3	1,017	3	1,487
50.0 -	59.9 CENTS	10	11,488	3	1,093	7	10,395
60.0 -	69.9 CENTS	12	11,162	1	359	11	10,803
70.0 -	79.9 CENTS	15	20,065	1	8,520	14	11,545
80.0 -	89.9 CENTS	10	6,470	3	1,315	7	5,155
90.0 -	99.9 CENTS	15	12,251	1	278	14	11,973
100.0 CENTS AND OVER		23	10,475	1	610	22	9,865
AVERAGE		76.2		60.6		80.5	

AVERAGE

IN PER CENT

UNDER	4.9 PER CENT	-	-	-	-	-	-
5.0 -	9.9 PER CENT	-	-	-	-	-	-
10.0 -	14.9 PER CENT	-	-	-	-	-	-
15.0 -	19.9 PER CENT	-	-	-	-	-	-
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		-		-		-	

AVERAGE

IN CENTS PER HOUR

UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 CENTS	-	-	-	-	-	-
20.0 -	29.9 CENTS	-	-	-	-	-	-
30.0 -	39.9 CENTS	-	-	-	-	-	-
40.0 -	49.9 CENTS	-	-	-	-	-	-
50.0 -	59.9 CENTS	-	-	-	-	-	-
60.0 -	69.9 CENTS	-	-	-	-	-	-
70.0 -	79.9 CENTS	-	-	-	-	-	-
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE		-		-		-	

AVERAGE

CASON
251
- 1112



✓ Ontario
✓ Ministry of
✓ Labour

✓ WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1981



Prepared by
Research Branch
Ontario Ministry of Labour
October 1981

Hon Robert Elgie, M.D.
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolyn Beange. For further information on any of the tables, please call Carolyn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
October 20, 1981

Highlights

During the second quarter of 1981, 242 agreements covering 184,971 employees were negotiated in Ontario for bargaining units of 200 or more employees. This is consistent with the heavy concentration of bargaining in the second quarter of each year as revealed by the quarterly statistics for the past four years. On a sectoral basis, bargaining activity was concentrated in non-manufacturing with education, health and the three levels of government administration (i.e. federal, provincial and local) accounting for 89 per cent of the agreements signed and 93 per cent of the employees affected. In the manufacturing sector, the major industries involved in bargaining were food and beverages, fabricated metals, electrical products and non-metallic minerals. Of the 69 manufacturing agreements ratified in this quarter, the industries mentioned above accounted for roughly 50 per cent and involved the same percentage of employees.

The average annual base wage increase for all sectors combined (including construction) was 12.2 per cent, up from 11.3 per cent in the first quarter. Agreements with and without cost-of-living clauses (COLA) both displayed a similar pattern of increase over the preceding period rising respectively from 7.1 and 12.4 per cent in the first quarter of 1981 to 8.9 and 12.8 per cent in the quarter under study.

	<u>AVERAGE ANNUAL INCREASE</u>			
	Second Quarter		First Quarter	
	1981		1981	
	<u>Per</u>	<u>Cents</u>	<u>Per</u>	<u>Cents</u>
	<u>cent</u>	<u>per hour</u>	<u>cent</u>	<u>per hour</u>
All Industries (including construction)	12.2	91.0	11.3	76.2
Manufacturing	10.2	75.0	9.4	65.2
Non-Manufacturing (excluding construction)	12.6	93.4	11.8	79.2
Construction	13.3	129.4	-	-

Agreements without COLA clauses continue to have larger increases than those with COLA clauses, the margin of difference being higher in the manufacturing sector than in non-manufacturing. This trend should be expected to continue as long as the frequency of COLA clauses maintains its traditionally high level in the manufacturing sector. For example, approximately 48 per cent (33 of 69) of the agreements in that sector contained COLA clauses and the average annual increase in base wage rates was 8.0 per cent as compared to an increase of 12.2 per cent for those agreements without COLA clauses in the manufacturing sector. The use of the COLA clause as a wage protection device is still limited in the non-manufacturing sector. Of the 166 agreements signed, only 16 (roughly 9 per cent) contained COLA clauses, 10 of which were in the education sector.

The incidence of one-year agreements has shown a dramatic increase rising from 23.8 per cent in the previous quarter to 33.9 per cent in the present quarter. While it is too early to suggest the possibility of a return to one-year agreements that were predominant in the anti-inflation controls period, the recent shift towards shorter term agreements is also reflected in a reduction in three-year agreements. Although the percentage of three-year agreements increased from 9.5 per cent in the first quarter of 1981 to 11.6 per cent in the quarter under study, just over 16 per cent of all the agreements negotiated in 1980 were for a three-year period. Future movements in inflation rates, interest rates, the inclusion and/or exclusion of COLA clauses in collective agreements and the general economic climate will take on added significance in determining the periodicity of contract renewals.

The average annual base wage increase in one-year agreements was 13.8 per cent, in two-year agreements 11.4 per cent and in three-year agreements 8.4 per cent. Both one-year and three-year agreements recorded respective increases of 2.5 and 3.2 percentage points over the first quarter while two-year agreements showed a marginal decline in the second quarter.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first and third twelve months increased respectively from 11.4 and 4.5 per cent in the previous quarter to 12.8 and 6.5 per cent. Second year increases at 8.8 per cent were lower than in the first quarter (9.4 per cent).

Table 13 reveals that over 64 per cent of the agreements negotiated provided for increases within the 10 to 14.9 percentage range, a slightly lower proportion than the 68 per cent recorded for the previous quarter. More interestingly, of the 242 agreements signed in this quarter, 19 had increases in the 25 to 29.9 percentage range, an occurrence which last took place in 1976. While the predominance of double digit increases is hardly questionable at this time, the possibility of this development being the harbinger of a wage explosion is disconcerting.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	242	82	132	28	-	-
NUMBER OF EMPLOYEES AFFECTED	184,971	84,829	84,031	16,111	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	12.2	13.8	11.4	8.4	-	-
AGREEMENTS WITH COL CLAUSE	8.9	9.4	10.0	7.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.8	14.1	11.6	10.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	91.0	94.7	93.7	57.7	-	-
AGREEMENTS WITH COL CLAUSE	80.9	98.5	87.3	61.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	92.7	94.4	94.8	53.6	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	242	184,971	12.2	91.0	49	26,415	8.9	80.9	193	158,556	12.8	92.7
ALL INDUSTRIES (EXCL CONST)...	235	182,571	12.2	90.5	49	26,415	8.9	80.9	186	156,156	12.8	92.1
MANUFACTURING	69	28,662	10.2	75.0	33	14,055	8.0	61.9	36	14,607	12.2	87.6
FOOD, BEVERAGES	11	3,897	12.3	88.2	4	1,817	11.5	86.2	7	2,080	13.0	90.0
TOBACCO	1	484	12.9	98.5	-	-	-	-	1	484	12.9	98.5
RUBBER, PLASTICS	1	249	4.1	33.3	1	249	4.1	33.3	-	-	-	-
LEATHER	3	715	8.1	45.8	-	-	-	-	3	715	8.1	45.8
TEXTILES	1	230	10.4	46.0	-	-	-	-	1	230	10.4	46.0
KNITTING MILLS	1	225	9.0	40.0	-	-	-	-	1	225	9.0	40.0
CLOTHING	2	1,300	10.3	41.7	-	-	-	-	2	1,300	10.3	41.7
WCOU	1	280	11.7	60.0	-	-	-	-	1	280	11.7	60.0
FURNITURE, FIXTURES	2	830	9.9	55.0	1	630	9.3	55.0	1	200	11.5	55.0
PAPER	3	1,738	15.1	125.3	-	-	-	-	3	1,738	15.1	125.3
PRINTING, PUBLISHING	3	1,595	12.4	90.5	-	-	-	-	3	1,595	12.4	90.5
PRIMARY METALS	5	2,185	11.5	98.2	4	1,625	10.9	89.7	1	560	12.9	123.0
FABRICATED METALS	7	2,315	3.7	29.6	7	2,315	3.7	29.6	-	-	-	-
MACHINERY	4	1,491	7.6	57.7	3	1,231	6.7	51.1	1	260	11.4	89.0
TRANSPORTATION EQUIP	1	210	8.8	57.5	1	210	8.8	57.5	-	-	-	-
ELECTRICAL PRODUCTS	8	4,374	9.7	69.1	3	2,220	7.6	56.9	5	2,154	11.8	81.8
NON-METALLIC MINERALS	9	3,850	9.5	79.2	6	2,963	8.8	74.9	3	887	11.7	93.6
PETROLEUM, OIL	1	499	12.7	107.5	-	-	-	-	1	499	12.7	107.5
CHEMICALS	3	1,625	11.5	92.4	1	225	3.8	27.0	2	1,400	12.7	102.9
MISCELLANEOUS MFG	2	570	7.6	47.9	2	570	7.6	47.9	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	166	153,909	12.6	93.4	16	12,360	10.0	102.4	150	141,549	12.8	92.6
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4	1,520	9.8	87.3	3	1,305	9.2	80.5	1	215	13.2	128.5
TRANSPORTATION	1	300	11.0	195.9	-	-	-	-	1	300	11.0	195.9
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	3	1,140	10.3	57.4	-	-	-	-	3	1,140	10.3	57.4
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1	360	14.7	143.0	-	-	-	-	1	360	14.7	143.0
RETAIL TRADE	2	1,087	11.0	66.5	-	-	-	-	2	1,087	11.0	66.5
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	51	44,599	10.8	101.8	10	10,343	10.0	106.0	41	34,256	11.0	100.6
HEALTH, WELFARE SERVICES	54	23,655	16.8	99.8	-	-	-	-	54	23,655	16.8	99.8
RECREATIONAL SERVICES	2	635	15.4	135.1	-	-	-	-	2	635	15.4	135.1
MANAGEMENT SERVICES	1	200	12.1	115.0	-	-	-	-	1	200	12.1	115.0
PERSONAL SERVICES	5	5,282	8.4	31.3	-	-	-	-	5	5,282	8.4	31.3
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	15	27,277	11.1	96.1	-	-	-	-	15	27,277	11.1	96.1
PROVINCIAL ADMINISTRATION	5	31,145	14.4	88.2	-	-	-	-	5	31,145	14.4	88.2
LOCAL ADMINISTRATION	22	16,709	12.1	86.7	3	712	11.6	90.5	19	15,997	12.1	86.6
CONSTRUCTION	7	2,400	13.3	129.4	-	-	-	-	7	2,400	13.3	129.4

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981,
BY INDUSTRY AND DURATION OF AGREEMENT**

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	82	84,829	13.8	94.7	94.7	132	84,031	11.4	93.7	93.7	28	16,111	8.4	57.7	57.7	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	82	84,829	13.8	94.7	94.7	125	81,631	11.3	92.7	92.7	28	16,111	8.4	57.7	57.7	-	-	-	-	-
MANUFACTURING	7	3,317	10.2	77.8	77.8	41	15,653	11.5	78.7	78.7	21	9,692	8.0	68.1	68.1	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	9	3,197	12.4	85.5	85.5	2	700	11.8	100.8	100.8	-	-	-	-	-
TOBACCO	-	-	-	-	-	1	484	12.9	98.5	98.5	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	3	715	8.1	45.8	45.8	1	249	4.1	33.3	33.3	-	-	-	-	-
LEATHER	-	-	-	-	-	1	230	10.4	46.0	46.0	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	1	225	9.0	40.0	40.0	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	2	1,300	10.3	41.7	41.7	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	1	280	11.7	60.0	60.0	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	2	830	9.9	55.0	55.0	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	1	228	17.8	113.5	113.5	2	1,510	14.7	127.0	127.0	-	-	-	-	-
PAPER	2	1,325	12.4	91.6	91.6	-	-	-	-	-	1	270	12.2	85.0	85.0	-	-	-	-	-
PRINTING, PUBLISHING	1	560	12.9	123.0	123.0	3	1,410	12.0	97.8	97.8	1	215	4.1	36.6	36.6	-	-	-	-	-
PRIMARY METALS	1	280	5.6	30.0	30.0	1	348	10.0	74.5	74.5	5	1,687	2.0	20.3	20.3	-	-	-	-	-
FABRICATED METALS	1	600	3.3	31.6	31.6	2	642	10.6	74.7	74.7	1	249	10.1	76.6	76.6	-	-	-	-	-
MACHINERY	-	-	-	-	-	1	210	8.8	57.5	57.5	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	225	10.0	50.0	50.0	6	2,549	11.7	80.1	80.1	1	1,600	6.6	54.3	54.3	-	-	-	-	-
ELECTRICAL PRODUCTS	1	327	13.3	90.0	90.0	3	786	11.1	90.4	90.4	5	2,737	8.5	74.7	74.7	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	1	499	12.7	107.5	107.5	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	2	1,400	12.7	102.9	102.9	1	225	3.8	27.0	27.0	-	-	-	-	-
CHEMICALS	-	-	-	-	-	1	320	11.0	62.0	62.0	1	250	3.2	30.0	30.0	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	75	81,512	13.9	95.3	95.3	84	65,978	11.3	96.0	96.0	7	6,419	9.1	42.1	42.1	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	2	715	6.5	62.1	62.1	2	805	12.7	109.7	109.7	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	1	300	11.0	195.9	195.9	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	3	1,140	10.3	57.4	57.4	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	1	360	14.7	143.0	143.0	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	1	387	12.5	100.0	100.0	1	700	10.2	48.0	48.0	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	34	29,211	11.3	103.7	103.7	17	15,388	9.8	98.3	98.3	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	23	9,926	21.8	124.0	124.0	31	13,729	13.2	82.2	82.2	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	2	635	15.4	135.1	135.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	1	200	12.1	115.0	115.0	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	1	368	9.7	47.0	47.0	4	4,914	8.3	30.2	30.2	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	2	2,052	12.6	114.2	114.2	13	25,225	11.0	94.6	94.6	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	4	27,295	14.6	77.9	77.9	1	3,850	13.4	161.8	161.8	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10	12,393	12.6	86.0	86.0	12	4,316	10.5	88.7	88.7	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	7	2,400	13.3	129.4	129.4	-	-	-	-	-	-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	6	5,140	9.4	98.5	23	12,558	10.0	87.3	20	8,717	7.1	61.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	6	5,140	9.4	98.5	23	12,558	10.0	87.3	20	8,717	7.1	61.2	-	-	-	-
MANUFACTURING	2	880	4.0	31.1	13	5,263	10.9	75.6	18	7,912	6.5	56.2	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	2	1,117	11.3	77.0	2	700	11.8	100.8	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	1	249	4.1	33.3	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	630	9.3	55.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	3	1,410	12.0	97.8	1	215	4.1	36.6	-	-	-	-
FABRICATED METALS	1	280	5.6	30.0	1	348	10.0	74.5	5	1,687	2.0	20.3	-	-	-	-
MACHINERY	1	600	3.3	31.6	1	382	10.0	65.0	1	249	10.1	76.6	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	210	8.8	57.5	1	1,600	6.6	54.3	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	620	10.4	63.6	5	2,737	8.5	74.7	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	226	11.7	77.5	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	1	225	3.8	27.0	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	1	250	3.2	30.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	1	320	11.0	62.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4	4,260	10.5	112.4	10	7,295	9.4	95.8	2	805	12.7	109.7	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	500	3.6	33.6	2	805	12.7	109.7	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	4	4,260	10.5	112.4	6	6,083	9.6	101.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	3	712	11.6	90.5	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	76	79,689	14.1	94.4		109	71,473	11.6	94.8		8	7,394	10.0	53.6		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	76	79,689	14.1	94.4		102	69,073	11.5	93.6		8	7,394	10.0	53.6		-	-	-	-	
MANUFACTURING	5	2,437	12.4	94.7		28	10,390	11.8	80.3		3	1,780	14.3	120.7		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		7	2,080	13.0	90.0		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	484	12.9	98.5		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		3	715	8.1	45.8		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	230	10.4	46.0		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	225	9.0	40.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	1,300	10.3	41.7		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	280	11.7	60.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	200	11.5	55.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		1	228	17.8	113.5		2	1,510	14.7	127.0		-	-	-	-	
PRINTING, PUBLISHING	2	1,325	12.4	91.6		-	-	-	-		1	270	12.2	85.0		-	-	-	-	
PRIMARY METALS	1	560	12.9	123.0		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	260	11.4	89.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	225	10.0	50.0		4	1,929	12.1	85.5		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	1	327	13.3	90.0		2	560	10.8	95.7		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		1	499	12.7	107.5		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		2	1,400	12.7	102.9		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	71	77,252	14.1	94.4		74	58,683	11.5	96.0		5	5,614	8.6	32.4		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	215	13.2	128.5		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	300	11.0	195.9		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		3	1,140	10.3	57.4		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		1	360	14.7	143.0		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	387	12.5	100.0		1	700	10.2	48.0		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	30	24,951	11.4	102.2		11	9,305	10.0	96.3		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	23	9,926	21.8	124.0		31	13,729	13.2	82.2		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	2	635	15.4	135.1		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	200	12.1	115.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	368	9.7	47.0		4	4,914	8.3	30.2		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	2	2,052	12.6	114.2		13	25,225	11.0	94.6		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	4	27,295	14.6	77.9		1	3,850	13.4	161.8		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	10	12,393	12.6	86.0		9	3,604	10.2	88.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		7	2,400	13.3	129.4		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
		WITH COL CLAUSE	WITHOUT COL CLAUSE	76	WITH COL CLAUSE	9.2	10.9	WITH COL CLAUSE	20	8	WITH COL CLAUSE	WITHOUT COL CLAUSE	-
NUMBER OF AGREEMENTS	242	6	76	23	109	71,473	8,717	7,394	-	-	-	-	-
NUMBER OF EMPLOYEES AFFECTED	184,971	5,140	79,689	12,558	71,473	8,717	7,394	-	-	-	-	-	-
AVERAGE PER CENT INCREASE IN													
FIRST 12 MONTHS OF AGREEMENT	12.8	9.3	14.4	10.9	11.8	9.3	14.3	-	-	-	-	-	-
SECOND 12 MONTHS OF AGREEMENT	8.8	-	-	9.2	10.0	6.3	7.9	-	-	-	-	-	-
THIRD 12 MONTHS OF AGREEMENT	6.5	-	-	-	-	5.8	7.5	-	-	-	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	12.2	9.4	14.1	10.0	11.6	7.1	10.0	-	-	-	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN													
FIRST 12 MONTHS OF AGREEMENT	91.5	98.2	95.6	88.7	91.3	72.6	70.9	-	-	-	-	-	-
SECOND 12 MONTHS OF AGREEMENT	74.5	-	-	86.1	85.3	55.2	42.7	-	-	-	-	-	-
THIRD 12 MONTHS OF AGREEMENT	49.9	-	-	-	-	55.7	44.5	-	-	-	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	91.0	98.5	94.4	87.3	94.8	61.2	53.6	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	12.8	8.8	6.5	-	14.1	-	11.7	9.9	11.6	7.0	-	-
ALL INDUSTRIES (EXCL CONST)...	12.8	8.7	6.5	-	14.1	-	11.6	9.8	11.6	7.0	-	-
MANUFACTURING	11.9	8.7	6.5	-	10.2	-	12.9	10.1	11.0	6.5	-	-
FOOD, BEVERAGES	13.2	11.1	11.5	-	-	-	13.4	11.1	12.7	11.0	-	-
TOBACCO	14.9	10.9	-	-	-	-	14.9	10.9	-	-	-	-
RUBBER, PLASTICS	6.4	3.6	2.3	-	-	-	-	-	6.4	3.6	-	-
LEATHER	8.6	7.7	-	-	-	-	8.6	7.7	-	-	-	-
TEXTILES	13.5	7.3	-	-	-	-	13.5	7.3	-	-	-	-
KNITTING MILLS	9.4	8.6	-	-	-	-	9.4	8.6	-	-	-	-
CLOTHING	11.2	9.4	-	-	-	-	11.2	9.4	-	-	-	-
WOOD	12.4	11.0	-	-	-	-	12.4	11.0	-	-	-	-
FURNITURE, FIXTURES	11.0	8.7	-	-	-	-	11.0	8.7	-	-	-	-
PAPER	24.1	9.9	10.1	-	12.4	-	23.4	12.4	24.2	9.5	10.1	-
PRINTING, PUBLISHING	13.4	10.0	11.0	-	12.9	-	16.4	7.7	18.0	10.0	11.0	-
PRIMARY METALS	14.5	7.1	3.2	-	5.6	-	13.0	7.1	5.8	3.3	3.2	-
FABRICATED METALS	4.2	2.7	2.0	-	3.0	-	11.4	9.7	2.2	1.8	2.0	-
MACHINERY	7.8	10.0	9.6	-	-	-	10.4	7.2	10.2	10.6	9.6	-
TRANSPORTATION EQUIP	10.4	7.2	-	-	-	-	12.4	10.9	-	4.4	3.9	-
ELECTRICAL PRODUCTS	12.0	8.4	3.9	-	10.0	-	12.6	9.6	11.6	8.1	7.9	-
NON-METALLIC MINERALS	10.6	8.4	7.9	-	13.3	-	-	-	9.6	-	-	-
PETROLEUM, OIL	13.4	11.9	-	-	-	-	13.4	11.9	-	-	-	-
CHEMICALS	12.2	10.9	3.0	-	-	-	13.4	12.0	4.7	3.8	3.0	-
MISCELLANEOUS MFG	8.1	7.0	3.2	-	-	-	12.0	10.0	3.2	3.2	-	-
NON-MANUFACTURING (EXCL CONST)	12.9	8.7	6.5	-	14.2	-	11.3	9.7	12.5	7.8	6.7	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	14.1	8.5	7.7	-	-	-	7.1	6.1	20.3	10.7	7.7	-
TRANSPORTATION	12.0	10.0	-	-	-	-	12.0	10.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	10.1	10.5	-	-	-	-	10.1	10.5	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	20.0	9.6	-	-	-	-	20.0	9.6	-	-	-	-
RETAIL TRADE	12.1	10.8	3.7	-	-	-	13.2	11.7	11.5	10.3	3.7	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	10.6	9.6	-	-	11.2	-	9.4	9.6	-	-	-	-
HEALTH, WELFARE SERVICES	18.2	8.5	-	-	24.4	-	13.7	12.7	-	-	-	-
RECREATIONAL SERVICES	15.4	-	-	-	15.4	-	-	-	-	-	-	-
MANAGEMENT SERVICES	12.9	11.4	-	-	-	-	12.9	11.4	-	-	-	-
PERSONAL SERVICES	11.3	7.1	7.0	-	-	-	9.5	9.9	11.4	6.9	7.0	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	11.2	8.1	-	-	12.6	-	11.1	8.1	-	-	-	-
PROVINCIAL ADMINISTRATION	14.4	10.0	-	-	14.6	-	13.2	10.0	-	-	-	-
LOCAL ADMINISTRATION	12.3	9.7	-	-	12.6	-	11.2	9.7	-	-	-	-
CONSTRUCTION	13.3	12.9	-	-	-	-	13.3	12.9	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	10.1	8.0	5.8	-	9.3	-	10.9	9.2	-	9.3	6.3	5.8	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	10.1	8.0	5.8	-	9.3	-	10.9	9.2	-	9.3	6.3	5.8	-	-	-	-	-	-	-	-
MANUFACTURING	9.7	7.0	5.6	-	3.8	-	13.0	8.8	-	8.2	5.8	5.6	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	12.2	10.8	11.5	-	-	-	11.9	10.7	-	12.7	11.0	11.5	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6.4	3.6	2.3	-	-	-	-	-	-	6.4	3.6	2.3	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	10.7	8.0	-	-	-	-	10.7	8.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	15.0	7.1	3.2	-	-	-	16.4	7.7	-	5.8	3.3	3.2	-	-	-	-	-	-	-	-
FABRICATED METALS	4.2	2.7	2.0	-	-	-	13.0	7.1	-	2.2	1.8	2.0	-	-	-	-	-	-	-	-
MACHINERY	6.9	9.6	9.6	-	5.6	3.0	11.0	9.0	-	10.2	10.6	9.6	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	10.4	7.2	-	-	-	-	10.4	7.2	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	11.6	5.8	3.9	-	-	-	11.4	9.5	-	11.6	4.4	3.9	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	10.0	8.1	7.9	-	-	-	14.7	8.7	-	9.6	8.1	7.9	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	4.7	3.8	3.0	-	-	-	-	-	-	4.7	3.8	3.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	8.1	7.0	3.2	-	-	-	12.0	10.0	-	3.2	3.2	3.2	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	10.4	9.6	7.7	-	10.5	-	9.3	9.5	-	20.3	10.7	7.7	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	14.2	7.8	7.7	-	-	-	4.3	3.1	-	20.3	10.7	7.7	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	9.8	9.9	-	-	10.5	-	9.3	9.9	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	12.9	10.4	-	-	-	-	12.9	10.4	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
UNDER	4.9 PER CENT	.....	14	4,963	13	4,751	1	212
5.0 -	9.9 PER CENT	.....	32	25,668	9	8,487	23	17,181
10.0 -	14.9 PER CENT	.....	155	122,948	26	12,597	129	110,351
15.0 -	19.9 PER CENT	.....	13	21,795	1	580	12	21,215
20.0 -	24.9 PER CENT	.....	2	686	-	-	2	686
25.0 -	29.9 PER CENT	.....	19	6,511	-	-	19	6,511
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			12.2		8.9		12.8	
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	-	-	-	1,035	-	-
10.0 -	19.9 CENTS	.....	3	1,247	2	225	1	212
20.0 -	29.9 CENTS	.....	3	3,839	1	3,771	2	3,814
30.0 -	39.9 CENTS	.....	12	4,171	11	-	1	400
40.0 -	49.9 CENTS	.....	10	5,331	-	-	10	5,331
50.0 -	59.9 CENTS	.....	17	8,299	4	2,800	13	5,499
60.0 -	69.9 CENTS	.....	14	15,578	3	982	11	14,596
70.0 -	79.9 CENTS	.....	20	21,961	9	5,185	11	16,776
80.0 -	89.9 CENTS	.....	49	40,754	2	860	47	39,894
90.0 -	99.9 CENTS	.....	24	23,257	6	2,017	18	21,240
100.0 PER CENT AND OVER	.....	.....	83	58,134	11	9,540	72	48,594

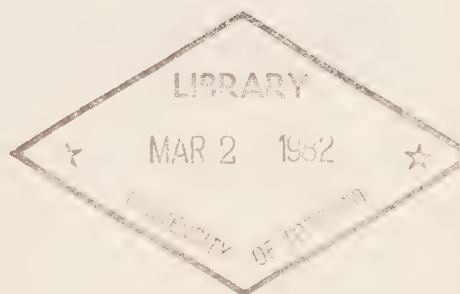
IN PER CENT		AVERAGE	91.0	80.9	92.7
UNDER	4.9 PER CENT	.....	-	-	-
5.0 -	9.9 PER CENT	.....	1	-	1
10.0 -	14.9 PER CENT	.....	5	-	5
15.0 -	19.9 PER CENT	.....	-	-	-
20.0 -	24.9 PER CENT	.....	-	-	-
25.0 -	29.9 PER CENT	.....	1	-	1
30.0 -	34.9 PER CENT	.....	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-
AVERAGE		13.3	-	-	13.3
IN CENTS PER HOUR					
UNDER	9.9 CENTS	.....	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-
60.0 -	69.9 CENTS	.....	-	-	-
70.0 -	79.9 CENTS	.....	1	-	1
80.0 -	89.9 CENTS	.....	-	-	-
90.0 -	99.9 CENTS	.....	-	-	-
100.0 CENTS AND OVER	.....	.....	6	-	6
AVERAGE		129.4	-	-	129.4



Ontario
Ministry of
Labour

RESEARCH BRANCH

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1981



Prepared by
Research Branch
Ontario Ministry of Labour
February 1982



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
February 11, 1982

Highlights

During the third quarter of 1981, 99 agreements covering 95,873 workers were negotiated in Ontario for bargaining units of 200 or more employees. This represents just about half of the level of bargaining activity recorded for the previous quarter. In fact, the number of agreements ratified in the current quarter was the lowest for any quarter since 1975 when 78 agreements were signed in the first quarter of that year. Of the 63 agreements concluded in the third quarter of 1981 in the non-manufacturing sector, the predominant industries were education, local administration, transportation and federal administration together accounting for 78 per cent of the agreements signed and roughly 86 per cent of the employees affected. Although the industrial distribution of agreements in the manufacturing sector was less concentrated than in non-manufacturing, fabricated metals, transportation equipment and primary metals collectively accounted for 47 per cent of the agreements signed and covered 77 per cent of the employees in that sector.

The average annual base wage increase for all agreements declined from 12.2 per cent in the second quarter to 10.8 per cent in the third quarter of 1981. This reduction was reflected in the figures for both the manufacturing and non-manufacturing sectors (respectively down from 10.2 and 12.6 per cent to 7.8 and 11.8 per cent). There were no major construction agreements concluded in the third quarter.

	AVERAGE ANNUAL INCREASE			
	Third Quarter		Second Quarter	
	1981		1981	
	Per Cent	Cents per hour	Per Cent	Cents per hour
All Industries (including construction)	10.8	89.2	12.2	91.0
Manufacturing	7.8	66.9	10.2	75.0
Non-Manufacturing (excluding construction)	11.8	97.0	12.6	93.4
Construction	-	-	13.3	129.4

The average annual base wage increase recorded in the third quarter of 1981 may seem surprising, particularly since the decline from the previous quarter was so large (1.4 percentage points). However, it would certainly be premature at this stage to suggest that the more or less consistent upward trend experienced in the last two or three years has been arrested. The 1981 third quarter figure was strongly influenced by the unusually large number of employees covered by agreements which included a cost-of-living (COLA) clause. Since the wage increases recorded for "agreements with COLA" are generally lower than for "agreements without COLA", the high incidence of COLA clauses in the third quarter resulted in a downward bias in the over-

all base wage increase for all agreements combined. Large quarterly shifts in the incidence of COLA clauses and the sometimes widely differing quality of the clauses negotiated together make the "all agreements" base wage increase a potentially unreliable indicator of the current trend in collectively bargained wage increases. Instead, a more stable and probably more accurate indicator is provided by the "agreements without COLA" data; interestingly, in the third quarter of 1981 this figure rose again for the ninth time in the past eleven quarters.

As mentioned, the incidence of COLA clauses was particularly high in the third quarter. Of the 99 major agreements concluded, 39 (or 39.4 per cent) had some form of COLA clause, the highest such proportion in any quarter for almost six years. The five largest COLA contracts alone covered more than 30,000 workers, and in total more than one-half of the almost 96,000 employees covered by major third quarter agreements had some form of COLA provision.

The high incidence of COLA clauses also affected the distribution of agreements by duration, since the majority of the COLA clauses appeared in three-year contracts. As a result, the proportion of three-year agreements more than doubled, rising from 11.6 per cent in the second quarter to 24.2 per cent in the third. The combination of relatively long contract duration and a COLA clause is of course a familiar one; the high incidence of this type of agreement in the third quarter appears to be fortuitous and not the start of a new trend. On the contrary, there is some evidence of a slight move towards shorter-term agreements. For example, in each of the last two quarters, more than one-third of the contracts have been of one-year duration (the last occasion that this happened in two consecutive quarters was in the first half of 1978).

The average annual base wage increase in one-year agreements was 13.2 per cent, in two-year agreements 11.5 per cent and in three-year agreements 7.0 per cent. The decline from 8.4 per cent to 7 per cent for three-year agreements may be partly due to the high incidence of COLA clauses.

The distribution of base wage increases in Tables 6-12 shows that the average annual per cent increase for each twelve-month period was lower in the third quarter than in the second. For example, the first and third 12-month increases respectively fell from 12.8 and 6.5 per cent to 12.3 and 4.3 per cent.

As expected, Table 13 again shows that the majority of agreements had average annual base wage increases in the 10-14.9 per cent range in the third quarter of 1981. For the first 9 months of the year, 66 per cent of the average annual increases were in this range, compared with less than 35 per cent in the corresponding period of 1980.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	99	37	38	24	-	-
NUMBER OF EMPLOYEES AFFECTED	95,873	28,019	41,755	26,099	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	10.8	13.2	11.5	7.0	-	-
AGREEMENTS WITH COL CLAUSE	8.1	4.8	9.7	6.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	13.5	13.5	13.6	12.0	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	89.2	106.2	93.4	64.2	-	-
AGREEMENTS WITH COL CLAUSE	74.9	47.4	88.8	63.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	103.7	108.2	98.6	82.0	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	99	95,873	10.8	89.2	39	48,289	8.1	74.9	60	47,584	13.5	103.7
ALL INDUSTRIES (EXCL CONST)...	99	95,873	10.8	89.2	39	48,289	8.1	74.9	60	47,584	13.5	103.7
MANUFACTURING	36	24,742	7.8	66.9	22	20,101	6.7	62.3	14	4,641	12.5	86.8
FOOD, BEVERAGES	3	1,434	11.9	100.1	2	814	11.1	100.3	1	620	13.0	100.0
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	1	350	10.1	80.0	1	350	10.1	80.0	-	-	-	-
LEATHER	1	360	10.9	74.0	-	-	-	-	1	360	10.9	74.0
TEXTILES	1	366	4.5	30.0	1	366	4.5	30.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	240	10.5	45.0	-	-	-	-	-	-	-	-
WOOD	3	778	13.6	97.6	-	-	-	-	1	240	10.5	45.0
FURNITURE, FIXTURES	1	230	18.4	103.7	-	-	-	-	3	778	13.6	97.6
PAPER	-	-	-	-	-	-	-	-	1	230	18.4	103.7
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	5	10,350	8.0	77.0	5	10,350	8.0	77.0	-	-	-	-
FABRICATED METALS	8	3,513	8.0	64.8	6	2,248	6.4	56.9	-	-	-	-
MACHINERY	3	680	10.1	73.8	2	450	6.7	57.9	2	1,265	10.8	78.9
TRANSPORTATION EQUIP	4	5,135	3.1	29.6	3	4,935	2.7	26.7	1	230	16.7	105.0
ELECTRICAL PRODUCTS	3	836	11.0	82.8	2	588	10.3	81.4	1	200	12.7	100.0
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	1	248	12.4	86.0
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	265	13.4	100.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	1	205	10.1	58.9	-	-	-	-	1	265	13.4	100.0
NON-MANUFACTURING (EXCL CONST)	63	71,131	11.8	97.0	17	28,188	9.1	83.9	46	42,943	13.6	105.6
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4	5,100	7.4	78.2	4	5,100	7.4	78.2	-	-	-	-
TRANSPORTATION	6	10,054	11.6	96.7	5	9,779	11.6	96.8	-	-	-	-
STORAGE	1	1,600	12.5	135.0	1	1,600	12.5	135.0	1	275	10.7	93.5
COMMUNICATIONS	1	627	11.1	68.3	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	485	10.4	100.5	-	-	-	-	1	627	11.1	68.3
WHOLESALE TRADE	3	939	12.7	85.1	1	430	10.7	67.5	1	485	10.4	100.5
RETAIL TRADE	-	-	-	-	-	-	-	-	2	509	14.4	100.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	29	24,669	13.0	107.5	4	1,591	6.4	69.1	-	-	-	-
HEALTH, WELFARE SERVICES	3	688	15.7	93.2	-	-	-	-	25	23,078	13.5	110.2
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	3	688	15.7	93.2
MANAGEMENT SERVICES	1	208	1.4	7.0	1	208	1.4	7.0	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	5	20,285	11.2	91.3	1	9,480	7.3	70.0	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	4	10,805	14.6	110.1
LOCAL ADMINISTRATION	9	6,476	12.6	87.8	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	9	6,476	12.6	87.8

TABLE
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	37	28,019	13.2	106.2		38	41,755	11.5	93.4		24	26,099	7.0	64.2		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	37	28,019	13.2	106.2		38	41,755	11.5	93.4		24	26,099	7.0	64.2		-	-	-	-	
MANUFACTURING	3	1,183	7.3	54.5		16	5,387	12.0	86.8		17	18,172	6.5	61.8		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		3	1,434	11.9	100.1		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	350	10.1	80.0		-	-	-	-	
LEATHER	-	-	-	-		1	360	10.9	74.0		1	366	4.5	30.0		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	240	10.5	45.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		2	475	13.4	89.5		1	303	13.7	110.2		-	-	-	-	
WOOD	-	-	-	-		1	230	18.4	103.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		5	10,350	8.0	77.0		-	-	-	-	
PRIMARY METALS	1	670	2.9	25.0		3	1,538	10.9	78.2		4	1,305	7.2	69.5		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	480	12.9	91.4		1	200	3.2	31.6		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		3	4,935	2.7	26.7		-	-	-	-	
TRANSPORTATION EQUIP	1	248	12.4	86.0		1	225	13.8	107.5		1	363	8.2	65.3		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	1	265	13.4	100.0		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	205	10.1	58.9		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	34	26,836	13.4	108.5		22	36,368	11.4	94.3		7	7,927	8.0	69.9		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		4	5,100	7.4	78.2		-	-	-	-	
TRANSPORTATION	-	-	-	-		5	8,554	11.5	100.8		1	1,500	12.3	73.3		-	-	-	-	
STORAGE	-	-	-	-		1	1,600	12.5	135.0		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		1	627	11.1	68.3		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	485	10.4	100.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		3	939	12.7	85.1		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	25	22,879	13.5	109.9		3	1,090	11.7	123.7		1	700	0.3	4.1		-	-	-	-	
HEALTH, WELFARE SERVICES	2	481	17.2	102.7		1	207	12.1	71.1		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		1	208	1.4	7.0		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		5	20,285	11.2	91.3		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	7	3,476	12.8	100.1		2	3,000	12.4	73.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	2	900	4.8	47.4		15	22,220	9.7	88.8		22	25,169	6.8	63.6		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	2	900	4.8	47.4		15	22,220	9.7	88.8		22	25,169	6.8	63.6		-	-	-	-	
MANUFACTURING	1	670	2.9	25.0		5	1,562	11.2	93.5		16	17,869	6.4	60.9		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		2	814	11.1	100.3		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	350	10.1	80.0		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		1	366	4.5	30.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	1	670	2.9	25.0		1	273	11.1	75.0		5	10,350	8.0	77.0		-	-	-	-	
MACHINERY	-	-	-	-		1	250	9.4	79.0		4	1,305	7.2	69.5		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		1	200	3.2	31.6		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		3	4,935	2.7	26.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	225	13.8	107.5		1	363	8.2	65.3		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	1	230	10.3	112.7		10	20,658	9.5	88.4		6	7,300	7.7	70.1		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		4	5,100	7.4	78.2		-	-	-	-	
TRANSPORTATION	-	-	-	-		4	8,279	11.5	101.0		1	1,500	12.3	73.3		-	-	-	-	
STORAGE	-	-	-	-		1	1,600	12.5	135.0		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	430	10.7	67.5		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	230	10.3	112.7		2	661	11.5	122.7		1	700	0.3	4.1		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	208	1.4	7.0		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		1	9,480	7.3	70.0		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	35	27,119	13.5	108.2		23	19,535	13.6	98.6		2	930	12.0	82.0		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	35	27,119	13.5	108.2		23	19,535	13.6	98.6		2	930	12.0	82.0		-	-	-	-	
MANUFACTURING	2	513	12.9	93.2		11	3,825	12.4	84.1		1	303	13.7	110.2		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		1	620	13.0	100.0		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	360	10.9	74.0		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	240	10.5	45.0		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	475	13.4	89.5		1	303	13.7	110.2		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	230	18.4	103.7		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	1,265	10.8	78.9		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	230	16.7	105.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	200	12.7	100.0		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	1	248	12.4	86.0		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	265	13.4	100.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	205	10.1	58.9		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	33	26,606	13.5	108.5		12	15,710	13.9	102.1		1	627	11.1	68.3		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	275	10.7	93.5		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		1	627	11.1	68.3		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	485	10.4	100.5		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		2	509	14.4	100.0		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	24	22,649	13.5	109.9		1	429	11.9	125.2		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	2	481	17.2	102.7		1	207	12.1	71.1		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		4	10,805	14.6	110.1		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	7	3,476	12.8	100.1		2	3,000	12.4	73.5		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	2	WITH COL CLAUSE	WITHOUT COL CLAUSE	15	WITH COL CLAUSE	WITHOUT COL CLAUSE	22	WITH COL CLAUSE	WITHOUT COL CLAUSE
AVERAGE INCREASE												
NUMBER OF AGREEMENTS	99	4.8	13.5	35	2	23	22	2	2	2	-	-
NUMBER OF EMPLOYEES AFFECTED	95,873	900	27,119	22,220	19,535	25,169	930	-	-	-	-	-
AVERAGE PER CENT INCREASE IN												
FIRST 12 MONTHS OF AGREEMENT	12.3	4.8	13.5	10.6	12.8	12.6	12.3	-	-	-	-	-
SECOND 12 MONTHS OF AGREEMENT	8.7	-	2.0	8.8	14.5	4.1	12.5	-	-	-	-	-
THIRD 12 MONTHS OF AGREEMENT	4.3	-	-	-	-	4.1	11.6	-	-	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	10.8	4.8	13.5	9.7	13.6	6.8	12.0	-	-	-	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN												
FIRST 12 MONTHS OF AGREEMENT	100.0	47.4	108.4	92.1	86.6	111.0	76.0	-	-	-	-	-
SECOND 12 MONTHS OF AGREEMENT	75.2	-	14.3	85.5	110.9	39.3	84.7	-	-	-	-	-
THIRD 12 MONTHS OF AGREEMENT	42.2	-	-	-	-	40.5	88.3	-	-	-	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	89.2	47.4	108.2	88.8	98.6	63.6	82.0	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	100.0	75.2	42.2	42.2	-	106.5	14.3	89.5	97.4	-	109.7	40.9	42.2	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	100.0	75.2	42.2	42.2	-	106.5	14.3	89.5	97.4	-	109.7	40.9	42.2	-	-	-	-	-	-	-
MANUFACTURING	101.2	49.1	39.3	-	54.5	-	90.3	84.3	-	107.5	38.6	39.3	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	100.3	100.0	-	-	-	-	100.3	100.0	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	60.0	70.0	110.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	75.0	73.0	-	-	-	-	75.0	73.0	-	-	60.0	70.0	110.0	-	-	-	-	-	-	-
TEXTILES	45.0	25.0	20.0	-	-	-	-	-	-	-	45.0	25.0	20.0	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	45.0	45.0	-	-	-	-	45.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	107.8	91.1	110.0	-	-	-	100.0	79.0	-	120.0	110.0	110.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	122.0	85.5	-	-	-	-	122.0	85.5	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	150.9	40.1	40.1	-	-	-	-	-	-	-	150.9	40.1	40.1	-	-	-	-	-	-	-
FABRICATED METALS	89.9	58.8	35.5	-	25.0	-	79.1	77.3	-	135.9	37.0	35.5	-	-	-	-	-	-	-	-
MACHINERY	73.7	74.4	30.0	-	-	-	89.9	93.0	-	35.0	30.0	30.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	24.9	31.6	29.6	-	-	-	100.0	100.0	-	21.8	28.8	29.6	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	89.5	74.5	61.0	-	86.0	-	125.0	90.0	-	70.0	65.0	61.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	100.0	-	-	-	100.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	80.0	62.4	-	-	-	-	80.0	62.4	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	99.6	89.0	48.7	-	108.8	14.3	89.4	99.3	-	114.9	46.2	48.7	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	151.9	41.7	40.9	-	-	-	-	-	-	151.9	41.7	40.9	-	-	-	-	-	-	-	-
TRANSPORTATION	100.7	91.6	80.0	-	-	-	106.5	95.1	-	68.0	72.0	80.0	-	-	-	-	-	-	-	-
STORAGE	150.0	120.0	-	-	-	-	150.0	120.0	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	54.8	72.5	77.8	-	-	-	-	-	-	54.8	72.5	77.8	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	101.0	100.0	-	-	-	-	101.0	100.0	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	92.6	77.5	-	-	-	-	92.6	77.5	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	107.0	80.6	12.5	-	109.9	-	114.9	132.4	-	-	-	12.5	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	101.4	21.5	-	-	115.6	14.3	68.5	38.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	14.0	-	-	-	-	-	14.0	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	79.0	104.2	-	-	-	-	79.0	104.2	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	87.8	73.4	-	-	100.1	-	73.6	73.4	-	-	-	-	-	-	-	-	-	-	-	-

CONSTRUCTION

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	101.1	61.0	40.5	-	47.4	-	92.1	85.5	-	111.0	39.3	40.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	101.1	61.0	40.5	-	47.4	-	92.1	85.5	-	111.0	39.3	40.5	-	-	-	-
MANUFACTURING	103.8	41.6	38.1	-	25.0	-	97.4	89.5	-	107.3	37.4	38.1	-	-	-	-
FOOD, BEVERAGES	100.6	100.0	-	-	-	-	100.6	100.0	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	60.0	70.0	110.0	-	-	-	-	-	-	60.0	70.0	110.0	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	45.0	25.0	20.0	-	-	-	-	-	-	45.0	25.0	20.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	150.9	40.1	40.1	-	-	-	-	-	-	150.9	40.1	40.1	-	-	-	-
FABRICATED METALS	96.7	41.9	35.5	-	25.0	-	85.0	65.0	-	135.9	37.0	35.5	-	-	-	-
MACHINERY	57.7	58.8	30.0	-	-	-	76.0	82.0	-	35.0	30.0	30.0	-	-	-	-
TRANSPORTATION EQUIP	21.8	28.8	29.6	-	-	-	-	-	-	21.8	28.8	29.6	-	-	-	-
ELECTRICAL PRODUCTS	91.0	74.5	61.0	-	-	-	125.0	90.0	-	70.0	65.0	61.0	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	99.2	74.4	46.2	-	112.7	-	91.7	85.2	-	120.1	43.9	46.2	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	151.9	41.7	40.9	-	-	-	-	-	-	151.9	41.7	40.9	-	-	-	-
TRANSPORTATION	101.0	91.5	80.0	-	-	-	107.0	95.0	-	68.0	72.0	80.0	-	-	-	-
STORAGE	150.0	120.0	-	-	-	-	150.0	120.0	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	74.0	61.0	-	-	-	-	74.0	61.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	60.7	67.2	12.5	-	112.7	-	107.0	138.4	-	-	-	12.5	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	14.0	-	-	-	-	-	14.0	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	70.0	70.0	-	-	-	-	70.0	70.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1981, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS		
	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	FIRST 12MOS	SECND 12MOS	THIRD 12MOS	FOURT 12MOS	
ALL INDUSTRIES (INCL CONST) ..	98.8	107.5	88.3	-	108.4	14.3	86.6	110.9	-	76.0	84.7	88.3	-
ALL INDUSTRIES (EXCL CONST) ..	98.8	107.5	88.3	-	108.4	14.3	86.6	110.9	-	76.0	84.7	88.3	-
MANUFACTURING	90.2	84.2	110.0	-	93.2	-	87.4	82.2	-	120.0	110.0	110.0	-
FOOD, BEVERAGES	100.0	100.0	-	-	-	-	100.0	100.0	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	75.0	73.0	-	-	-	-	75.0	73.0	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	45.0	45.0	-	-	-	-	45.0	45.0	-	-	-	-	-
WOOD	107.8	91.1	110.0	-	-	-	100.0	79.0	-	120.0	110.0	110.0	-
FURNITURE, FIXTURES	122.0	85.5	-	-	-	-	122.0	85.5	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	77.9	80.0	-	-	-	-	77.9	80.0	-	-	-	-	-
MACHINERY	105.0	105.0	-	-	-	-	105.0	105.0	-	-	-	-	-
TRANSPORTATION EQUIP	100.0	100.0	-	-	-	-	100.0	100.0	-	-	-	-	-
ELECTRICAL PRODUCTS	86.0	-	-	-	86.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	100.0	-	-	-	100.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	80.0	62.4	-	-	-	-	80.0	62.4	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	99.8	113.3	77.8	-	108.7	14.3	86.4	117.9	-	54.8	72.5	77.8	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	91.0	96.0	-	-	-	-	91.0	96.0	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	54.8	72.5	77.8	-	-	-	-	-	-	54.8	72.5	77.8	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	101.0	100.0	-	-	-	-	101.0	100.0	-	-	-	-	-
RETAIL TRADE	108.4	91.6	-	-	-	-	108.4	91.6	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	110.2	123.2	-	-	109.9	-	127.2	123.2	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	101.4	21.5	-	-	115.6	14.3	68.5	38.2	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	86.9	134.2	-	-	-	-	86.9	134.2	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	87.8	73.4	-	-	100.1	-	73.6	73.4	-	-	-	-	-

CONSTRUCTION

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN THIRD QUARTER OF 1971, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
		AVERAGE		AVERAGE		AVERAGE	
UNDER 4.9 PER CENT		9	7,319	9	7,319	-	-
5.0 - 9.9 PER CENT		19	28,364	16	26,683	3	1,481
10.0 - 14.9 PER CENT		63	47,573	13	13,629	50	33,944
15.0 - 19.9 PER CENT		8	12,617	1	458	7	12,159
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		10.8		4.1		13.5	
IN CENTS PER HOUR							
UNDER 9.9 CENTS		2	908	2	908	-	-
10.0 - 19.9 CENTS		-	-	-	-	-	-
20.0 - 29.9 CENTS		5	5,845	5	5,845	-	-
30.0 - 39.9 CENTS		2	566	2	566	-	-
40.0 - 49.9 CENTS		2	440	-	-	2	440
50.0 - 59.9 CENTS		4	1,571	-	-	4	1,571
60.0 - 69.9 CENTS		8	4,650	4	1,458	4	3,192
70.0 - 79.9 CENTS		16	27,526	8	21,488	8	6,032
80.0 - 89.9 CENTS		15	9,148	8	6,490	7	2,658
90.0 - 99.9 CENTS		5	1,902	1	446	4	1,956
100.0 CENTS AND OVER		40	43,323	9	11,088	31	32,235
AVERAGE		89.2		74.9		103.7	
IN PER CENT		CONSTRUCTION					
UNDER 4.9 PER CENT		-	-	-	-	-	-
5.0 - 9.9 PER CENT		-	-	-	-	-	-
10.0 - 14.9 PER CENT		-	-	-	-	-	-
15.0 - 19.9 PER CENT		-	-	-	-	-	-
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		-		-		-	
IN CENTS PER HOUR		CONSTRUCTION					
UNDER 9.9 CENTS		-	-	-	-	-	-
10.0 - 19.9 CENTS		-	-	-	-	-	-
20.0 - 29.9 CENTS		-	-	-	-	-	-
30.0 - 39.9 CENTS		-	-	-	-	-	-
40.0 - 49.9 CENTS		-	-	-	-	-	-
50.0 - 59.9 CENTS		-	-	-	-	-	-
60.0 - 69.9 CENTS		-	-	-	-	-	-
70.0 - 79.9 CENTS		-	-	-	-	-	-
80.0 - 89.9 CENTS		-	-	-	-	-	-
90.0 - 99.9 CENTS		-	-	-	-	-	-
100.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE		-		-		-	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1981

Prepared by
Research Branch
Ontario Ministry of Labour
April 1982



Hon Russell H. Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
April 2, 1982

Highlights

During the fourth quarter of 1981, 140 agreements covering 98,038 employees were negotiated in Ontario for bargaining units of 200 or more employees. The number of employees involved in bargaining activity showed only a slight increase from the 95,873 recorded in the previous quarter, but the volume of bargaining was significantly higher (by 40 per cent) than the 99 agreements recorded for the third quarter of 1981. On a sectoral basis, bargaining activity was again concentrated in the non-manufacturing sector, where there were 98 agreements ratified, affecting almost 70,000 employees. Education and Health Services together accounted for 73 agreements and involved 43,443 employees (more than 62 per cent of the sectoral total). In the manufacturing sector the major industries involved in bargaining were primary metals, fabricated metals, transportation equipment and electrical products. Of the 42 manufacturing agreements ratified in the fourth quarter, the industries mentioned above accounted for exactly one-half and affected approximately 77 per cent of the employees.

The average annual base wage increases for all agreements and for non-manufacturing agreements were respectively 11.7 and 13.3 per cent, up from 10.8 and 11.8 per cent in the third quarter. However, manufacturing agreements displayed a marginal reduction in base wage increases over the preceding quarter, declining from 7.8 to 7.7 per cent. There were no major construction agreements concluded in the fourth quarter.

	AVERAGE ANNUAL INCREASE			
	Fourth Quarter		Third Quarter	
	1981		1981	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (including construction)	11.7	100.1	10.8	89.2
Manufacturing	7.7	61.9	7.8	66.9
Non-Manufacturing (excluding construction)	13.3	115.6	11.8	97.0
Construction	-	-	-	-

Despite the overall rise in the average annual base wage increase for all agreements combined between the third and fourth quarters, the corresponding figures for "agreements with COLA" and "agreements without COLA" both declined, albeit by only 0.1 percentage points in each case. This situation occurred because of a significant shift in the proportion of workers covered by cost-of-living (COLA) clauses. In the third quarter, for example, more than one-half of the employees were covered by an agreement containing a COLA clause; in

the fourth quarter the corresponding figure was about one-third. Since there remains a large difference between the average increases for "with COLA" and "without COLA" agreements (a difference of more than 5 percentage points in the last two quarters), sudden shifts in the employee distributions between these two groups of agreements can have a dramatic effect on the overall wage increase recorded (and may obscure wage settlement trends). In fact, despite the rise of almost one full percentage point in the average annual base wage increase for all industries combined (from 10.8 to 11.7 per cent), there were signs in the fourth quarter that the long-sustained upward trend in negotiated wage settlements may finally be losing some of its momentum. For example, the above mentioned decline in the level of wage increases in "agreements without COLA" was only the second to occur in the past eight quarters.

Almost 60 per cent of the major agreements negotiated in the fourth quarter were of a two-year duration (i.e. 18-29 months) a much higher proportion than in the previous two quarters. This development may be a reflection of the bargaining cycle for specific industries rather than a new trend. For example, over 61 per cent of the agreements ratified in the non-manufacturing sector (60 of 98) were of a two-year duration, many of them arising from the recently concluded province-wide negotiations involving hospital nurses. One-year agreements (less than eighteen months) and three-year agreements (36-41 months) declined respectively from 37.4 and 24.2 per cent of all agreements to 24.3 and 16.4 per cent.

An examination of the average annual base wage increases by contract periodicity also demonstrates the influence of the health industry agreements. The average annual base wage increase for the 83 two-year agreements negotiated in the fourth quarter was 13.4 per cent, up from 11.5 per cent in the previous quarter and the highest such base wage increase since the first quarter of 1976. Almost half of these two-year agreements (40 of 83) were negotiated in the health industry and provided an average base wage increase of 15.9 per cent. Undoubtedly, this base wage increase coupled with the high degree of employee coverage for the two-year health industry agreements impacted significantly on the wage increases recorded for all two-year agreements. Both one-year and three-year agreements recorded marginal declines of 0.2 and 0.4 percentage points respectively.

Tables 6-12 provide a distribution of base wage rate increases by twelve-month periods. Increases in the first and second twelve months increased respectively from 12.3 and 8.7 per cent in the third quarter to 13.4 and 9.8 per cent in the quarter under study. Third year increases at 4.0 per cent were marginally lower than in the third quarter (4.3 per cent).

Table 13 reveals that approximately 49 per cent of the agreements negotiated provided for increases within the 10 to 14.9 per cent range, a significantly lower proportion than the 64 per cent recorded for the previous quarter. However, almost 30 per cent of the agreements provided for increases within the 15 to 19.9 per cent range, compared with roughly 8 per cent in the previous quarter.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	140	34	83	23	-	-
NUMBER OF EMPLOYEES AFFECTED	98,038	25,415	49,434	23,189	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	11.7	13.0	13.4	6.6	-	-
AGREEMENTS WITH COL CLAUSE	8.0	-	10.7	6.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	13.4	13.0	14.3	8.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	100.1	123.1	108.0	57.9	-	-
AGREEMENTS WITH COL CLAUSE	63.8	-	71.3	58.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	117.2	123.1	120.7	53.7	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY

[illegible]

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	34	25,415	13.0	123.1	83	49,434	13.4	108.0	23	23,189	6.6	57.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	34	25,415	13.0	123.1	83	49,434	13.4	108.0	23	23,189	6.6	57.9	-	-	-	-
MANUFACTURING	2	765	12.5	66.3	23	8,584	10.4	68.9	17	18,995	6.3	58.5	-	-	-	-
FOOD, BEVERAGES	1	565	13.0	73.0	2	660	11.3	87.8	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	5	1,556	9.1	42.2	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	2	650	14.0	83.6	-	-	-	-
KNITTING MILLS	-	-	-	-	1	250	10.7	50.0	-	-	-	-	-	-	-	-
CLOTHING	1	200	11.2	47.5	2	450	10.9	45.0	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	2	722	14.4	114.4	4	13,725	5.8	58.2	-	-	-	-
MACHINERY	-	-	-	-	2	720	7.9	72.6	6	1,905	4.7	45.0	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	3	1,160	3.8	30.8	1	300	3.1	22.7	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	3	2,016	12.9	80.0	2	1,800	8.6	76.3	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	1	400	5.6	45.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	2	700	14.6	122.4	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	1	350	9.1	51.0	1	215	9.4	46.3	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	32	24,650	13.0	124.8	60	40,850	14.0	116.2	6	4,194	8.1	54.9	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	1	240	7.5	80.0	-	-	-	-
TRANSPORTATION	1	360	12.3	93.0	1	200	16.0	116.0	3	1,251	12.5	126.9	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	8,500	12.1	74.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	22	20,040	12.8	128.7	10	8,306	12.9	133.9	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	233	22.1	112.5	40	14,864	15.9	145.3	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	1	224	11.3	45.0	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	2	905	13.0	102.0	1	387	12.1	74.9	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	350	12.0	57.5	2	2,703	6.1	19.4	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	3	2,267	13.1	99.9	4	7,669	13.9	95.6	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	3	845	15.0	142.2	1	350	11.1	70.8	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	-	-	-	-	11	12,673	10.7	71.3	16	18,850	6.2	58.8	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	-	-	-	-	11	12,673	10.7	71.3	16	18,850	6.2	58.8	-	-	-	-
MANUFACTURING	-	-	-	-	9	3,533	7.5	53.4	13	17,730	5.9	57.4	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	3	1,090	9.0	41.1	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	4	13,725	5.8	58.2	-	-	-	-
FABRICATED METALS	-	-	-	-	1	272	11.9	108.5	6	1,905	4.7	45.0	-	-	-	-
MACHINERY	-	-	-	-	1	510	5.9	61.0	1	300	3.1	22.7	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	2	930	2.2	22.9	1	1,400	8.3	76.6	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	1	481	12.2	102.5	1	400	5.6	45.0	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	1	350	9.1	51.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	-	-	-	-	2	9,040	12.0	78.5	3	1,120	11.3	81.9	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	1	240	7.5	80.0	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	2	880	12.3	82.4	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	8,500	12.1	74.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	1	540	11.5	134.6	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1981, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT		CENTS PER HOUR	AGRTS	EMPLS	PER CENT		CENTS PER HOUR	AGRTS	EMPLS	PER CENT		CENTS PER HOUR	AGRTS	EMPLS	PER CENT		CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	34	25,415	13.0	123.1		72	36,761	14.3	120.7		7	4,339	8.4	53.7		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	34	25,415	13.0	123.1		72	36,761	14.3	120.7		7	4,339	8.4	53.7		-	-	-	-	-
MANUFACTURING	2	765	12.5	66.3		14	4,951	12.5	80.4		4	1,265	11.7	74.5		-	-	-	-	-
FOOD, BEVERAGES	1	565	13.0	73.0		2	660	11.3	87.8		-	-	-	-		-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	2	466	9.3	44.9		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-	-	1	250	10.7	50.0		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	2	450	10.9	45.0		-	-	-	-		-	-	-	-	-
CLOTHING	1	200	11.2	47.5		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	1	450	15.8	118.0		-	-	-	-		-	-	-	-	-
MACHINERY	-	-	-	-	-	1	210	12.8	101.0		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	1	230	10.1	62.5		1	400	9.3	75.0		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	2	1,535	13.2	72.9		-	-	-	-		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	2	700	14.6	122.4		-	-	-	-		-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	1	215	9.4	46.3		-	-	-	-	-
NON-MANUFACTURING(EXCL CONST	32	24,650	13.0	124.8		58	31,810	14.6	127.0		3	3,074	7.0	45.1		-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
TRANSPORTATION	1	360	12.3	93.0		1	200	16.0	116.0		1	371	13.0	232.2		-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	22	20,040	12.8	128.7		9	7,766	13.0	133.8		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	1	233	22.1	112.5		40	14,864	15.9	145.3		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	1	224	11.3	45.0		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	2	905	13.0	102.0		1	387	12.1	74.9		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	1	350	12.0	57.5		2	2,703	6.1	19.4		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	3	2,267	13.1	99.9		4	7,669	13.9	95.6		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	3	845	15.0	142.2		1	350	11.1	70.8		-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	140	-	34	11	72	16	7	-	-
NUMBER OF EMPLOYEES AFFECTED	98,038	-	25,415	12,673	36,761	18,850	4,339	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	13.4	-	13.0	12.3	14.8	12.3	11.0	-	-
SECOND 12 MONTHS OF AGREEMENT ...	9.8	-	10.3	9.9	13.5	3.2	7.9	-	-
THIRD 12 MONTHS OF AGREEMENT	4.0	-	-	-	-	3.4	6.8	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	11.7	-	13.0	10.7	14.3	6.2	8.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	110.2	-	122.8	76.3	117.4	111.7	68.4	-	-
SECOND 12 MONTHS OF AGREEMENT ...	84.6	-	60.0	70.3	120.6	30.9	55.5	-	-
THIRD 12 MONTHS OF AGREEMENT	34.2	-	-	-	-	34.1	34.3	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	100.1	-	123.1	71.3	120.7	58.8	53.7	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE
 COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	12.3	5.9	3.4	-	-	12.3	9.9	-	12.3	3.2	3.4	-	12.3	3.2	3.4	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	12.3	5.9	3.4	-	-	12.3	9.9	-	12.3	3.2	3.4	-	12.3	3.2	3.4	-	-	-	-	-
MANUFACTURING	11.5	3.5	2.9	-	-	7.8	7.1	-	12.2	2.7	2.9	-	12.2	2.7	2.9	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	9.3	8.3	-	-	-	9.3	8.3	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	12.4	2.5	2.9	-	-	-	-	-	12.4	2.5	2.9	-	12.4	2.5	2.9	-	-	-	-	-
FABRICATED METALS	9.4	3.7	2.9	-	-	13.0	10.9	-	8.9	2.6	2.9	-	8.9	2.6	2.9	-	-	-	-	-
MACHINERY	5.3	4.8	2.9	-	-	5.9	5.9	-	4.2	2.9	2.9	-	4.2	2.9	2.9	-	-	-	-	-
TRANSPORTATION EQUIP	11.5	3.6	3.3	-	-	2.2	2.2	-	17.8	4.5	3.3	-	17.8	4.5	3.3	-	-	-	-	-
ELECTRICAL PRODUCTS	10.6	8.9	3.2	-	-	12.5	11.9	-	8.2	5.3	3.2	-	8.2	5.3	3.2	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	10.2	7.9	-	-	-	10.2	7.9	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	14.1	10.9	10.1	-	-	14.1	11.0	-	13.7	10.2	10.1	-	13.7	10.2	10.1	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	15.8	3.6	3.4	-	-	-	-	-	15.8	3.6	3.4	-	15.8	3.6	3.4	-	-	-	-	-
TRANSPORTATION	13.1	12.0	11.9	-	-	-	-	-	13.1	12.0	11.9	-	13.1	12.0	11.9	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	14.3	11.0	-	-	-	14.3	11.0	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	11.5	11.5	-	-	-	11.5	11.5	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
 COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1981,
 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	110.2	84.6	34.2	-	122.8	60.0	106.9	107.7	-	103.6	35.5	34.2	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	110.2	84.6	34.2	-	122.8	60.0	106.9	107.7	-	103.6	35.5	34.2	-	-	-	-	-	-	-	-
MANUFACTURING	97.1	43.2	33.6	-	66.3	-	68.8	68.9	-	111.2	31.6	33.6	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	79.3	90.7	-	-	73.0	-	84.8	90.7	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	42.6	40.8	-	-	-	-	42.6	40.8	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	100.2	85.3	65.3	-	-	-	-	-	-	100.2	85.3	65.3	-	-	-	-	-	-	-	-
KNITTING MILLS	50.0	50.0	-	-	-	-	50.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	47.2	42.8	-	-	47.5	-	47.1	42.8	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	116.6	26.6	31.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	89.4	51.3	29.2	-	-	-	110.3	118.4	-	116.6	26.6	31.5	-	-	-	-	-	-	-	-
MACHINERY	57.6	60.2	22.0	-	-	-	69.2	76.1	-	81.5	25.9	29.2	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	95.2	44.0	45.0	-	-	-	31.0	30.6	-	30.0	22.0	22.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	77.7	73.5	28.0	-	-	-	80.6	79.4	-	136.6	52.7	45.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	63.0	44.0	28.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	125.2	119.6	-	-	-	-	125.2	119.6	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	54.6	48.1	39.0	-	-	-	55.0	47.0	-	54.0	50.0	39.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	115.6	109.8	37.1	-	124.6	60.0	114.9	115.9	-	69.2	53.2	37.1	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	157.0	42.0	41.0	-	-	-	-	-	-	157.0	42.0	41.0	-	-	-	-	-	-	-	-
TRANSPORTATION	135.8	134.7	89.4	-	93.0	-	95.0	137.0	-	154.6	134.4	89.4	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	83.1	73.0	-	-	-	-	83.1	73.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	129.8	135.3	-	-	128.7	-	132.5	135.3	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	140.7	144.8	-	-	90.0	60.0	141.5	146.2	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	40.0	50.0	-	-	-	-	40.0	50.0	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	96.3	73.0	-	-	102.0	-	83.1	73.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	25.5	21.7	19.8	-	-	-	54.0	61.0	-	21.8	16.6	19.8	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	91.2	92.0	-	-	99.9	-	88.6	92.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	122.1	67.8	-	-	142.2	-	73.8	67.8	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER	4.9 PER CENT	5	2,005	5	2,005	-	-
5.0 -	9.9 PER CENT	25	25,035	16	18,845	9	6,190
10.0 -	14.9 PER CENT	68	49,709	6	10,673	62	39,036
15.0 -	19.9 PER CENT	41	21,056	-	-	41	21,056
20.0 -	24.9 PER CENT	1	233	-	-	1	233
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		11.7		8.0		13.4	
IN CENTS PER HOUR							
UNDER	9.9 CENTS	1	230	1	230	1	2,500
10.0 -	19.9 CENTS	1	2,500	-	-	-	-
20.0 -	29.9 CENTS	2	725	2	725	3	659
30.0 -	39.9 CENTS	5	1,709	2	1,050	4	1,939
40.0 -	49.9 CENTS	10	3,879	6	1,940	4	1,220
50.0 -	59.9 CENTS	11	15,975	7	14,755	4	902
60.0 -	69.9 CENTS	5	1,412	1	510	4	4,978
70.0 -	79.9 CENTS	12	15,478	3	10,500	9	4,781
80.0 -	89.9 CENTS	5	5,021	1	240	4	1,864
90.0 -	99.9 CENTS	5	1,664	-	-	5	47,872
100.0	CENTS AND OVER	83	49,445	4	1,573	79	117.2
AVERAGE		100.1		63.8			
CONSTRUCTION							
IN PER CENT							
UNDER	4.9 PER CENT	-	-	-	-	-	-
5.0 -	9.9 PER CENT	-	-	-	-	-	-
10.0 -	14.9 PER CENT	-	-	-	-	-	-
15.0 -	19.9 PER CENT	-	-	-	-	-	-
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		-		-		-	-
IN CENTS PER HOUR							
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 CENTS	-	-	-	-	-	-
20.0 -	29.9 CENTS	-	-	-	-	-	-
30.0 -	39.9 CENTS	-	-	-	-	-	-
40.0 -	49.9 CENTS	-	-	-	-	-	-
50.0 -	59.9 CENTS	-	-	-	-	-	-
60.0 -	69.9 CENTS	-	-	-	-	-	-
70.0 -	79.9 CENTS	-	-	-	-	-	-
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0	CENTS AND OVER	-	-	-	-	-	-
AVERAGE		-		-		-	-



Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
September 1982



Hon Russell H. Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as follows:

One-year	:	less than 18 months
Two-year	:	18-29 months
Three-year	:	30-41 months
Four-year	:	42-53 months

The data in this report were prepared for computer processing by Carmel Hill and Carolynn Beange. For further information on any of the tables, please call Carolynn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
September 7, 1982

Highlights

During the first quarter of 1982, 125 collective agreements covering almost 135,000 employees were negotiated in Ontario for bargaining units of 200 or more workers. Settlements were heavily concentrated in five non-manufacturing industry groups, namely communications, education and the three public administration categories (federal, provincial and local). Together these five industry groups accounted for almost one-half of all major agreements concluded during the first quarter and for more than 75 per cent of all employees covered. In the manufacturing sector, employee coverage was greatest in electrical products, and in primary and fabricated materials.

The average annual base wage increase for all agreements combined was 10.8 per cent, down from 11.7 per cent in the fourth quarter of 1981. The reduction was greatest in the non-manufacturing sector (from 13.3 to 11.4 per cent). In fact, the average increase in manufacturing rose slightly, to 8.1 per cent from 7.7 per cent. There were no major construction agreements concluded in either quarter.

	AVERAGE ANNUAL INCREASE			
	First Quarter 1982		Fourth Quarter 1981	
	<u>Per cent</u>	<u>Cents per hour</u>	<u>Per cent</u>	<u>Cents per hour</u>
All Industries (including construction)	10.8	79.3	11.7	100.1
Manufacturing	8.1	65.6	7.7	61.9
Non-Manufacturing (excluding construction)	11.4	82.0	13.3	115.6
Construction	-	-	-	-

Almost 31 per cent of the employees affected by 1982 first quarter settlements were covered by agreements with a cost-of-living (COLA) clause. The average annual base wage increase in these agreements was 8.1 per cent, compared with 8.0 per cent in the previous quarter (both figures exclude the wage increases which may accrue in future from operation of the COLA clauses themselves). For agreements without COLA clauses, the average annual base wage increase in the first quarter was 12.1 per cent, down significantly from the 13.4 per cent recorded in the previous quarter. Movements in the "without COLA" figures are generally regarded as a more accurate barometer of current wage settlement trends than are changes in the "all agreements" figures (since the latter are sometimes affected by shifts in the quarterly incidence of COLA clauses). This represents the second

successive decline in the "without COLA" wage increase figures, following a period of more than two years when the trend was mostly in an upward direction. This suggests that the deterioration in the underlying economic climate may finally be starting to exert a noticeable effect on the general level of wage settlements.

Just under one-half of the major agreements concluded in the first quarter of 1982 were of a two-year duration. The remainder were divided two to one in favour of one-year agreements, with three-year agreements constituting less than 18 per cent of all agreements. The average annual base wage increase in one-year contracts was 11.8 per cent, in two-year contracts 11.3 per cent and in three-year contracts 8.7 per cent. The first two figures are significantly below the corresponding increases of the previous quarter (13.0 and 13.4, respectively), while the figure for three-year agreements is up from 6.6 per cent. The apparent upward trend in wage increases in long term contracts is of doubtful significance, since most such contracts include a COLA clause. The tremendous variation in the "quality" of COLA clauses, and the parallel differences in negotiated general wage increases in COLA contracts, makes such comparisons difficult to interpret.

Tables 6-12 provide information on the distribution of base wage increases by twelve-month periods. The average increase in the first year of the agreements concluded was 12.0 per cent, compared with 13.4 per cent in the final quarter of last year. Increases in the second and third contract years, at 9.9 and 3.7 per cent, were quite similar to the corresponding figures for the earlier quarter.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	125	44	59	22	-	-
NUMBER OF EMPLOYEES AFFECTED	134,845	33,707	71,807	29,331	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	10.8	11.8	11.3	8.7	-	-
AGREEMENTS WITH COL CLAUSE	8.1	5.9	7.1	8.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.1	12.1	12.1	8.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	79.3	99.1	77.1	62.1	-	-
AGREEMENTS WITH COL CLAUSE	64.3	53.6	69.6	62.4	-	-
AGREEMENTS WITHOUT COL CLAUSE	86.1	100.8	78.6	52.5	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PFP CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	125	134,845	10.8	79.3	35	41,732	8.1	64.3	90	93,113	12.1	86.1
ALL INDUSTRIES (EXCL CONST)...	125	134,845	10.8	79.3	35	41,732	8.1	64.3	90	93,113	12.1	86.1
MANUFACTURING	42	22,009	8.1	65.6	21	13,862	5.9	53.1	21	8,147	11.9	86.7
FOOD, BEVERAGES	4	976	10.5	75.9	1	210	3.6	33.3	3	766	12.4	87.6
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	2	1,600	13.1	113.4	-	-	-	-	2	1,600	13.1	113.4
KNITTING MILLS	1	280	3.5	15.0	-	-	-	-	1	280	3.5	15.0
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	2	505	13.8	112.9	-	-	-	-	2	505	13.8	112.9
FURNITURE, FIXTURES	1	350	7.9	43.5	-	-	-	-	1	350	7.9	43.5
PAPER	2	569	13.0	86.7	1	335	12.9	94.6	1	234	13.0	75.5
PRINTING, PUBLISHING	2	1,963	12.6	94.7	-	-	-	-	2	1,963	12.6	94.7
PRIMARY METALS	4	3,120	6.9	67.8	4	3,120	6.9	67.8	-	-	-	-
FABRICATED METALS	8	2,514	7.8	58.3	5	1,727	6.1	51.9	3	787	11.5	72.4
MACHINERY	2	530	13.0	95.1	1	270	12.5	102.5	1	260	13.6	87.5
TRANSPORTATION EQUIP	2	562	7.7	62.3	1	310	12.7	98.0	1	252	1.6	18.4
ELECTRICAL PRODUCTS	8	7,535	4.6	37.0	5	6,910	4.1	37.2	3	625	11.0	71.9
NON-METALLIC MINERALS	2	780	10.4	87.1	2	780	10.4	87.1	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	525	15.0	92.5	-	-	-	-	1	525	15.0	92.5
MISCELLANEOUS MFG	1	200	9.6	68.8	1	200	9.6	68.8	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	83	112,836	11.4	82.0	14	27,870	9.2	69.9	69	84,966	12.1	86.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	1,550	3.3	25.8	1	550	-	-	1	1,000	5.2	40.0
TRANSPORTATION	1	200	10.1	112.5	1	200	10.1	112.5	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	9	26,896	9.4	68.2	6	25,083	9.3	68.0	3	1,813	11.6	70.6
ELECTRIC, GAS, WATER	2	850	11.1	97.1	2	850	11.1	97.1	-	-	-	-
WHOLESALE TRADE	1	210	1.9	15.6	1	210	1.9	15.6	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,770	12.1	82.1	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	31	15,141	12.2	106.3	3	977	12.5	135.4	2	1,770	12.1	82.1
HEALTH, WELFARE SERVICES	12	3,970	13.8	90.9	-	-	-	-	28	14,164	12.1	104.3
RECREATIONAL SERVICES	1	415	12.2	130.0	-	-	-	-	12	3,970	13.8	90.9
MANAGEMENT SERVICES	1	317	12.5	72.0	-	-	-	-	1	415	12.2	130.0
PERSONAL SERVICES	1	380	16.9	97.5	-	-	-	-	1	317	12.5	72.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	1	380	16.9	97.5
FEDERAL ADMINISTRATION	8	35,003	11.5	75.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	14,345	13.2	90.3	-	-	-	-	8	35,003	11.5	75.0
LOCAL ADMINISTRATION	10	11,789	12.4	95.1	-	-	-	-	2	14,345	13.2	90.3
					-	-	-	-	10	11,789	12.4	95.1

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER
OF 1982,
BY INDUSTRY AND DURATION OF AGREEMENT**

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INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	44	33,707	11.8	99.1		59	71,807	11.3	77.1		22	29,331	8.7	62.1		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	44	33,707	11.8	99.1		59	71,807	11.3	77.1		22	29,331	8.7	62.1		-	-	-	-	
MANUFACTURING	5	1,397	9.7	64.6		20	8,244	11.8	88.7		17	12,368	5.5	50.3		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		2	560	13.6	97.3		2	416	6.4	47.2		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	1,600	13.1	113.4		-	-	-	-		-	-	-	-	
KNITTING MILLS	1	280	3.5	15.0		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	1	275	16.6	144.7		1	230	10.5	75.0		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	350	7.9	43.5		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		1	234	13.0	75.5		1	335	12.9	94.6		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		2	1,963	12.6	94.7		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	220	2.3	22.5		3	2,900	7.2	71.2		-	-	-	-	
FABRICATED METALS	2	537	11.4	67.0		3	862	8.9	70.9		3	1,115	5.2	44.4		-	-	-	-	
MACHINERY	-	-	-	-		2	530	13.0	95.1		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	310	12.7	98.0		1	252	1.6	18.4		-	-	-	-	
ELECTRICAL PRODUCTS	1	305	6.0	33.7		3	860	10.4	74.1		4	6,370	3.8	35.8		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		2	780	10.4	87.1		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	525	15.0	92.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		1	200	9.6	68.8		-	-	-	-	
NON-MANUFACTURING/EXCL CONST	39	32,310	11.9	100.6		39	63,563	11.2	75.6		5	16,963	10.9	70.7		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	2	1,550	3.3	25.8		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	200	10.1	112.5		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	1,413	11.5	70.5		3	8,730	5.9	61.7		4	16,753	11.0	71.4		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		2	850	11.1	97.1		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		1	210	1.9	15.6		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		2	1,770	12.1	82.1		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	21	10,716	12.3	111.1		10	4,425	11.8	94.7		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		12	3,970	13.8	90.9		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	1	415	12.2	130.0		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	317	12.5	72.0		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	380	16.9	97.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	3	2,245	10.7	113.2		5	32,758	11.5	72.4		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	4,330	13.7	118.5		1	10,015	13.0	78.1		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	8	11,324	12.4	95.1		2	465	12.3	94.4		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	3	1,201	5.9	53.6		14	12,258	7.1	69.6		18	28,273	8.7	62.4		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	3	1,201	5.9	53.6		14	12,258	7.1	69.6		18	28,273	8.7	62.4		-	-	-	-	-
MANUFACTURING	1	305	6.0	33.7		6	1,847	8.8	71.4		14	11,710	5.5	50.8		-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		1	210	3.6	33.3		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		1	335	12.9	94.6		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		1	220	2.3	22.5		3	2,900	7.2	71.2		-	-	-	-	-
FABRICATED METALS	-	-	-	-		2	612	7.7	65.6		3	1,115	5.2	44.4		-	-	-	-	-
MACHINERY	-	-	-	-		1	270	12.5	102.5		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-		1	310	12.7	98.0		-	-	-	-		-	-	-	-	-
ELECTRICAL PRODUCTS	1	305	6.0	33.7		1	435	8.8	66.0		3	6,170	3.6	35.3		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		2	780	10.4	87.1		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		1	200	9.6	68.8		-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	2	896	5.8	60.4		8	10,411	6.7	69.3		4	16,563	10.9	70.7		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	1	550	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION	-	-	-	-		1	200	10.1	112.5		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		3	8,730	5.9	61.7		3	16,353	11.0	71.4		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-		2	850	11.1	97.1		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		1	210	1.9	15.6		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	1	346	15.2	156.6		2	631	11.0	123.8		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FIRST QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	41	32,506	12.1	100.8	45	59,549	12.1	78.6	4	1,058	8.4	52.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	41	32,506	12.1	100.8	45	59,549	12.1	78.6	4	1,058	8.4	52.5	-	-	-	-
MANUFACTURING	4	1,092	10.7	73.2	14	6,397	12.7	93.7	3	658	6.2	41.3	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	2	560	13.6	97.3	1	206	9.2	61.3	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	2	1,600	13.1	113.4	-	-	-	-	-	-	-	-
KNITTING MILLS	1	280	3.5	15.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	1	275	16.6	144.7	1	230	10.5	75.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	350	7.9	43.5	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	1	234	13.0	75.5	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	2	1,963	12.6	94.7	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2	537	11.4	67.0	1	250	11.7	84.0	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	1	260	13.6	87.5	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	1	252	1.6	18.4	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	425	12.0	82.5	1	200	8.9	49.5	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	525	15.0	92.5	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	37	31,414	12.1	101.8	31	53,152	12.1	76.8	1	400	12.0	71.0	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	1,000	5.2	40.0	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	1,413	11.5	70.5	-	-	-	-	1	400	12.0	71.0	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	20	10,370	12.2	109.6	2	1,770	12.1	82.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	8	3,794	11.9	89.8	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	1	415	12.2	130.0	12	3,970	13.8	90.9	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	317	12.5	72.0	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	380	16.9	97.5	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	3	2,245	10.7	113.2	5	32,758	11.5	72.4	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	1	4,330	13.7	118.5	1	10,015	13.0	78.1	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8	11,324	12.4	95.1	2	465	12.3	94.4	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 6
AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	125	3	41	14	45	18	4	-	-
NUMBER OF EMPLOYEES AFFECTED	134,845	1,201	32,506	12,258	59,549	28,273	1,058	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	12.0	6.4	12.1	9.1	13.3	10.5	10.5	-	-
SECOND 12 MONTHS OF AGREEMENT ...	9.9	-	4.1	5.2	11.8	7.9	8.0	-	-
THIRD 12 MONTHS OF AGREEMENT	3.7	-	-	-	-	7.7	6.2	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	10.8	5.9	12.1	7.1	12.1	8.7	8.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	83.8	56.5	101.3	87.4	80.4	71.2	58.9	-	-
SECOND 12 MONTHS OF AGREEMENT ...	70.5	-	42.0	52.8	81.5	56.1	51.2	-	-
THIRD 12 MONTHS OF AGREEMENT	29.2	-	-	-	-	60.0	44.6	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	79.3	53.6	100.8	69.6	78.6	62.4	52.5	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	12.0	9.9	3.7	-	11.9	4.1	12.6	10.7	-	10.5	7.9	7.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	12.0	9.9	3.7	-	11.9	4.1	12.6	10.7	-	10.5	7.9	7.6	-	-	-	-	-	-	-	-
MANUFACTURING	10.5	6.7	3.5	-	10.7	4.1	12.7	10.6	-	9.0	4.2	3.5	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	11.7	9.8	5.6	-	-	-	15.1	12.1	-	7.0	6.6	5.6	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	13.6	12.7	-	-	-	-	13.6	12.7	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	3.5	-	-	-	3.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	15.6	6.8	-	-	19.3	4.1	11.0	9.9	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	7.0	8.9	-	-	-	-	7.0	8.9	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	15.4	12.3	9.9	-	-	-	13.0	13.0	-	17.1	11.9	9.9	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	13.2	11.9	-	-	-	-	13.2	11.9	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	15.2	3.2	2.8	-	-	-	2.6	2.0	-	16.2	3.3	2.8	-	-	-	-	-	-	-	-
FABRICATED METALS	10.0	5.5	2.8	-	11.4	-	8.7	9.1	-	10.3	2.8	2.8	-	-	-	-	-	-	-	-
MACHINERY	14.9	11.2	-	-	-	-	14.9	11.2	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	10.2	5.4	1.7	-	-	-	17.1	8.4	-	1.8	1.8	1.7	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	5.9	4.1	2.8	-	8.2	-	12.5	8.4	-	4.9	3.6	2.8	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	12.7	9.2	9.4	-	-	-	-	-	-	12.7	9.2	9.4	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	15.8	9.0	-	-	-	-	15.8	9.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	13.0	8.0	7.9	-	-	-	-	-	-	13.0	8.0	7.9	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	12.2	10.7	3.8	-	12.0	-	12.6	10.7	-	11.5	10.7	10.6	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	3.3	-	-	-	3.3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	11.8	8.4	-	-	-	-	11.8	8.4	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	10.6	8.4	10.3	-	11.5	-	8.3	3.8	-	11.7	10.8	10.7	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	13.2	9.0	-	-	-	-	13.2	9.0	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	0.9	2.0	2.9	-	-	-	-	-	-	0.9	2.0	2.9	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	12.8	11.4	-	-	-	-	12.8	11.4	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	12.3	11.2	-	-	12.3	-	12.4	11.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	14.4	11.7	-	-	-	-	14.4	11.7	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	12.2	-	-	-	12.2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	12.5	-	-	-	12.5	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	18.8	15.0	-	-	-	-	18.8	15.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12.8	12.0	-	-	11.1	-	13.0	12.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	13.9	12.0	-	-	13.7	-	14.0	12.0	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	12.4	11.2	-	-	12.4	-	13.3	11.2	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS					
	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS
ALL INDUSTRIES (INCL CONST)...	12.8	11.7	0.2	-	12.1	4.1	13.3	11.8	-	10.5	8.0	6.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	12.8	11.7	0.2	-	12.1	4.1	13.3	11.8	-	10.5	8.0	6.2	-	-	-	-
MANUFACTURING	12.7	10.7	3.4	-	11.4	4.1	13.5	11.4	-	7.6	6.8	3.4	-	-	-	-
FOOD, BEVERAGES	13.6	11.4	8.7	-	-	-	15.1	12.1	-	9.6	9.5	8.7	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	13.6	12.7	-	-	-	-	13.6	12.7	-	-	-	-	-	-	-	-
KNITTING MILLS	3.5	-	-	-	3.5	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	15.6	6.8	-	-	19.3	4.1	11.0	9.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	7.0	8.9	-	-	-	-	7.0	8.9	-	-	-	-	-	-	-	-
PAPER	13.0	13.0	-	-	-	-	13.0	13.0	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	13.2	11.9	-	-	-	-	13.2	11.9	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	11.6	11.5	-	-	11.4	-	12.0	11.5	-	-	-	-	-	-	-	-
MACHINERY	15.8	11.5	-	-	-	-	15.8	11.5	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1.8	1.8	1.7	-	-	-	-	-	-	1.8	1.8	1.7	-	-	-	-
ELECTRICAL PRODUCTS	15.1	8.9	-	-	-	-	16.1	8.2	-	12.9	10.4	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	15.8	9.0	-	-	-	-	15.8	9.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	12.9	11.9	0.1	-	12.1	-	13.3	11.9	-	15.2	9.9	10.9	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	5.2	-	-	-	5.2	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	12.3	9.9	10.9	-	11.5	-	-	-	-	15.2	9.9	10.9	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	12.8	11.4	-	-	-	-	12.8	11.4	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	12.3	11.4	-	-	12.2	-	12.5	11.4	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	14.4	11.7	-	-	-	-	14.4	11.7	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	12.2	-	-	-	12.2	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	12.5	-	-	-	12.5	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	18.8	15.0	-	-	-	-	18.8	15.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	12.8	12.0	-	-	11.1	-	13.0	12.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	13.9	12.0	-	-	13.7	-	14.0	12.0	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	12.4	11.2	-	-	12.4	-	13.3	11.2	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	83.8	70.5	29.2	-	99.7	42.0	81.6	76.6	-	70.8	56.0	59.4
ALL INDUSTRIES (EXCL CONST) ..	83.8	70.5	29.2	-	99.7	42.0	81.6	76.6	-	70.8	56.0	59.4
MANUFACTURING	81.5	57.2	34.6	-	70.6	42.0	89.4	86.0	-	77.5	38.4	34.6
FOOD, BEVERAGES	74.8	74.5	43.8	-	-	-	101.0	93.5	-	48.9	48.8	43.8
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	109.6	117.2	-	-	-	-	109.6	117.2	-	-	-	-
KNITTING MILLS	15.0	-	-	-	15.0	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	122.9	57.0	-	-	163.0	42.0	75.0	75.0	-	-	-	-
FURNITURE, FIXTURES	37.0	50.0	-	-	-	-	37.0	50.0	-	-	-	-
PAPER	93.9	85.8	84.0	-	-	-	71.0	80.0	-	110.0	90.0	84.0
PRINTING, PUBLISHING	93.8	95.7	-	-	-	-	93.8	95.7	-	-	-	-
PRIMARY METALS	138.5	34.4	31.1	-	-	-	25.0	20.0	-	147.1	35.4	31.1
FABRICATED METALS	73.0	47.5	26.3	-	67.0	-	65.7	76.1	-	81.4	25.4	26.3
MACHINERY	102.1	88.1	-	-	-	-	102.1	88.1	-	-	-	-
TRANSPORTATION EQUIP	77.3	48.6	20.0	-	-	-	124.0	72.0	-	20.0	20.0	-
ELECTRICAL PRODUCTS	49.3	37.7	27.7	-	45.0	-	82.3	65.9	-	45.1	33.9	27.7
NON-METALLIC MINERALS	95.3	78.2	87.7	-	-	-	-	-	-	95.3	78.2	87.7
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	93.0	61.3	-	-	-	-	93.0	61.3	-	-	-	-
MISCELLANEOUS MFG	84.5	59.0	63.0	-	-	-	-	-	-	84.5	59.0	63.0
NON-MANUFACTURING (EXCL CONST)	84.2	74.0	27.8	-	100.9	-	80.6	75.3	-	65.9	68.8	77.5
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	25.8	-	-	-	25.8	-	-	-	-	-	-	-
TRANSPORTATION	125.0	100.0	-	-	-	-	125.0	100.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	72.6	59.5	75.3	-	70.5	-	84.3	40.5	-	66.6	69.4	78.1
ELECTRIC, GAS, WATER	109.8	84.4	-	-	-	-	109.8	84.4	-	-	-	-
WHOLESALE TRADE	7.0	16.0	24.0	-	-	-	-	-	-	7.0	16.0	24.0
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	82.4	81.8	-	-	-	-	82.4	81.8	-	-	-	-
EDUCATION, RELATED SERVICES	105.8	96.5	-	-	111.1	-	92.9	96.5	-	-	-	-
HEALTH, WELFARE SERVICES	89.4	83.0	-	-	-	-	89.4	83.0	-	-	-	-
RECREATIONAL SERVICES	130.0	-	-	-	130.0	-	-	-	-	-	-	-
MANAGEMENT SERVICES	72.0	-	-	-	72.0	-	-	-	-	-	-	-
PERSONAL SERVICES	100.0	95.0	-	-	-	-	100.0	95.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	78.5	79.1	-	-	117.3	-	75.8	79.1	-	-	-	-
PROVINCIAL ADMINISTRATION	91.0	77.1	-	-	118.5	-	79.1	77.1	-	-	-	-
LOCAL ADMINISTRATION	95.2	92.1	-	-	95.1	-	96.8	92.1	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT			ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER 4.9 PER CENT			11	8,578	9	8,046	2	532
5.0 - 9.9 PER CENT	.....		15	14,396	10	12,140	5	2,256
10.0 - 14.9 PER CENT	.....		89	108,589	15	21,200	74	87,389
15.0 - 19.9 PER CENT	.....		9	3,075	1	346	8	2,729
20.0 - 24.9 PER CENT	.....		1	207	-	-	1	207
25.0 - 29.9 PER CENT	.....		-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....		-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....		-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....		-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....		-	-	-	-	-	-
50.0 PER CENT AND OVER	.....		-	-	-	-	-	-
AVERAGE			10.8		8.1		12.1	
IN CENTS PER HOUR								
UNDER 9.9 CENTS			1	550	1	550	-	-
10.0 - 19.9 CENTS	.....		3	742	1	210	2	532
20.0 - 29.9 CENTS	.....		3	1,851	3	1,851	-	-
30.0 - 39.9 CENTS	.....		5	5,740	5	5,740	-	-
40.0 - 49.9 CENTS	.....		5	2,070	1	220	4	1,850
50.0 - 59.9 CENTS	.....		5	8,831	3	8,403	2	428
60.0 - 69.9 CENTS	.....		15	48,744	6	15,495	9	33,249
70.0 - 79.9 CENTS	.....		19	21,751	2	1,050	17	20,701
80.0 - 89.9 CENTS	.....		8	3,884	1	777	7	3,107
90.0 - 99.9 CENTS	.....		18	7,528	5	2,271	13	5,257
100.0 CENTS AND OVER	.....		43	33,154	7	5,165	36	27,989
AVERAGE			79.3		64.3		86.1	
IN PER CENT			CONSTRUCTION					
UNDER 4.9 PER CENT			-	-	-	-	-	-
5.0 - 9.9 PER CENT	.....		-	-	-	-	-	-
10.0 - 14.9 PER CENT	.....		-	-	-	-	-	-
15.0 - 19.9 PER CENT	.....		-	-	-	-	-	-
20.0 - 24.9 PER CENT	.....		-	-	-	-	-	-
25.0 - 29.9 PER CENT	.....		-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....		-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....		-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....		-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....		-	-	-	-	-	-
50.0 PER CENT AND OVER	.....		-	-	-	-	-	-
AVERAGE			-	-	-	-	-	-
IN CENTS PER HOUR								
UNDER 9.9 CENTS			-	-	-	-	-	-
10.0 - 19.9 CENTS	.....		-	-	-	-	-	-
20.0 - 29.9 CENTS	.....		-	-	-	-	-	-
30.0 - 39.9 CENTS	.....		-	-	-	-	-	-
40.0 - 49.9 CENTS	.....		-	-	-	-	-	-
50.0 - 59.9 CENTS	.....		-	-	-	-	-	-
60.0 - 69.9 CENTS		-	-	-	-	-	-
70.0 - 79.9 CENTS		-	-	-	-	-	-
80.0 - 89.9 CENTS		-	-	-	-	-	-
90.0 - 99.9 CENTS		-	-	-	-	-	-
100.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE			-	-	-	-	-	-

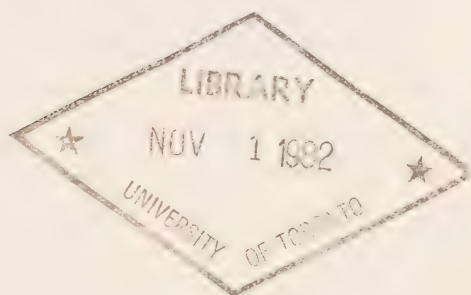
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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
October 1982



Hon Russell H. Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as one year-less than 18 months; two-year 18-29 months; three-year 30-41 months; and four-year 42-53 months.

The data in this report were prepared for computer processing by Carmel Hill and Carolyn Beange. For further information on any of the tables, please call Carolyn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
October 18, 1982

Highlights

During the second quarter of 1982, 185 agreements covering 187,201 employees were negotiated in Ontario for bargaining units of 200 or more employees compared with 125 agreements affecting 134,845 employees in the first quarter of 1982. The non-manufacturing sector (including construction) continues to dominate bargaining activity in the province as 132 agreements covering 166,619 employees were ratified. Education, provincial administration, local administration, transportation, electricity and construction together accounted for 104 agreements in the non-manufacturing sector. Of the 20 manufacturing industries listed in Table 2, food and beverage, textiles, paper, printing, transportation equipment and electrical products collectively accounted for 68 per cent of the agreements signed and 78 per cent of the employees in that sector.

The average annual base wage increase of all sectors combined (including construction) was 11.7 per cent, up from 10.8 per cent in the first quarter. Agreements in both the manufacturing and non-manufacturing (excluding construction) sectors displayed a similar wage pattern, increasing respectively from 8.1 and 11.4 per cent to 9.4 and 12.0 per cent. The average annual base wage increase in the construction industry was 11.9 per cent. There were no major construction agreements concluded in the first quarter.

	AVERAGE ANNUAL INCREASE			
	Second Quarter 1982		First Quarter 1982	
	per cent	Cents per hour	Per cent	Cents per hour
All Industries (including construction)	11.7	113.0	10.8	79.3
Manufacturing	9.4	83.2	8.1	65.6
Non-Manufacturing (excluding construction)	12.0	100.0	11.4	82.0
Construction	11.9	165.6	-	-

The second quarter has recorded a significant reduction in the application of COLA clauses as roughly 18 per cent of the agreements negotiated, compared with 28 per cent in the first quarter, contained COLA clauses. The average annual base wage increases for these agreements was 9.9 per cent, up from 8.1 per cent in the first quarter. A similar trend was also obvious in manufacturing (traditionally the sector that leads in the application of COLA clauses), as roughly 23 per cent of the agreements negotiated contained such a clause. This is the lowest figure on record since 11.8 per cent was recorded

for the third quarter of 1976. Since the incidence of COLA clauses has been fluctuating over the last eight quarters, it is not safe to draw conclusions except to note that such large quarterly shifts may be the result of the bargaining cycles of the different firms.

The distribution of agreements by duration shows that the proportion of three-year agreements declined from 17.6 per cent in the first quarter to 7.6 per cent, and the average annual base wage increase for three-year agreements fell from 8.7 to 6.1 per cent. The incidence of both one-year and two-year agreements increased from 35.2 and 47.2 per cent respectively to 37.8 and 55.0 per cent. One-year agreements recorded a marginal increase in base wage rates over the first quarter rising from 11.8 to 12.6 per cent. Two-year agreements remained constant at 11.3 per cent.

The distribution of base wage increases in Tables 6 - 12 shows that the average annual percentage increase for the first and third 12-month periods rose respectively from 12.0 and 3.7 per cent to 12.3 and 4.8 per cent. The second 12-month period remained constant at 9.9 per cent.

Table 13 reveals that just over 64 per cent of the agreements negotiated provided for increases within the 10.0 to 14.9 percentage range. This proportion of agreements in the 10.0 to 14.9 percentage range is the same as occurred in the second quarter a year ago.

TABLE I

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING
AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1982, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	185	70	101	14	-	-
NUMBER OF EMPLOYEES AFFECTED	187,201	70,446	111,967	4,788	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	11.7	12.6	11.3	6.1	-	-
AGREEMENTS WITH COL CLAUSE	9.9	11.0	10.5	5.0	-	-
AGREEMENTS WITHOUT COL CLAUSE	12.1	12.6	11.6	9.3	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	113.0	105.0	120.7	51.5	-	-
AGREEMENTS WITH COL CLAUSE	83.5	125.2	87.8	44.9	-	-
AGREEMENTS WITHOUT COL CLAUSE	119.2	104.9	131.8	71.4	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	185	187,201	11.7	113.0	34	32,376	9.9	83.5	151	154,825	12.1	119.2
ALL INDUSTRIES (EXCL CONST)...	165	144,701	11.6	97.6	34	32,376	9.9	83.5	131	112,325	12.1	101.6
MANUFACTURING	53	20,582	9.4	83.2	12	4,792	5.1	44.2	41	15,790	10.7	95.1
FOOD, BEVERAGES	11	5,969	10.1	97.5	3	1,606	4.7	47.8	8	4,363	12.1	115.8
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	243	8.6	51.5	-	-	-	-	-	-	-	-
TEXTILES	5	2,370	12.1	89.6	-	-	-	-	1	243	8.6	51.5
KNITTING MILLS	1	270	13.0	70.0	-	-	-	-	5	2,370	12.1	89.6
CLOTHING	1	350	10.1	95.7	-	-	-	-	1	270	13.0	70.0
WOOD	1	217	13.7	118.5	-	-	-	-	1	350	10.1	95.7
FURNITURE, FIXTURES	2	463	7.7	50.2	-	-	-	-	1	217	13.7	118.5
PAPER	8	2,910	11.0	118.0	1	200	8.4	62.5	1	263	7.2	41.0
PRINTING, PUBLISHING	2	1,300	10.2	85.7	-	-	-	-	8	2,910	11.0	118.0
PRIMARY METALS	3	909	6.4	65.3	-	-	-	-	2	1,300	10.2	85.7
FABRICATED METALS	1	275	10.3	84.5	2	524	3.4	29.1	1	385	10.5	114.5
MACHINERY	3	765	9.7	72.3	-	-	-	-	1	275	10.3	84.5
TRANSPORTATION EQUIP	5	1,793	5.6	40.2	2	540	8.6	64.1	1	225	12.1	92.0
ELECTRICAL PRODUCTS	5	1,689	4.2	29.9	2	892	5.8	44.6	3	901	5.5	35.9
NON-METALLIC MINERALS	2	464	10.3	86.5	2	1,030	3.5	31.8	3	659	5.2	26.9
PETROLEUM, OIL	-	-	-	-	-	-	-	-	2	464	10.3	86.5
CHEMICALS	1	265	9.6	70.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	1	330	11.4	93.0	-	-	-	-	1	265	9.6	70.0
NON-MANUFACTURING(EXCL CONST)	112	124,119	12.0	100.0	22	27,584	10.7	90.4	90	96,535	12.4	102.7
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	3	994	6.9	77.6	-	-	-	-	-	-	-	-
TRANSPORTATION	14	18,344	10.4	97.0	2	744	6.6	75.3	1	250	7.9	84.3
STORAGE	-	-	-	-	13	8,844	10.4	94.5	1	9,500	10.5	99.4
COMMUNICATIONS	2	2,230	10.9	68.7	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	3	15,930	11.3	91.0	1	1,105	10.2	70.5	1	1,125	11.6	66.9
WHOLESALE TRADE	1	283	11.0	60.3	3	15,930	11.3	91.0	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	1	283	11.0	60.3
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	45	28,069	11.1	114.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	7	2,543	15.2	97.4	2	656	7.6	86.2	43	27,413	11.2	115.5
RECREATIONAL SERVICES	2	635	10.7	109.8	-	-	-	-	7	2,543	15.2	97.4
MANAGEMENT SERVICES	2	525	14.2	84.6	-	-	-	-	2	635	10.7	109.8
PERSONAL SERVICES	1	900	7.1	27.5	-	-	-	-	2	525	14.2	84.6
MISCELLANEOUS SERVICES	1	330	12.9	65.0	-	-	-	-	1	900	7.1	27.5
FEDERAL ADMINISTRATION	9	4,005	10.4	98.6	-	-	-	-	1	330	12.9	65.0
PROVINCIAL ADMINISTRATION ..	7	36,445	13.7	84.8	-	-	-	-	9	4,005	10.4	98.6
LOCAL ADMINISTRATION	15	12,886	12.9	140.9	-	-	-	-	7	36,445	13.7	84.8
					1	305	7.9	54.0	14	12,581	13.0	143.0

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982,
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	70	70,446	12.6	105.0		101	111,967	11.3	120.7		14	4,788	6.1	51.5		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	70	70,446	12.6	105.0		81	69,467	11.0	93.2		14	4,788	6.1	51.5		-	-	-	-	
MANUFACTURING	3	1,250	7.5	38.4		40	15,843	10.4	95.4		10	3,489	5.7	43.8		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		11	5,969	10.1	97.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	243	8.6	51.5		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		4	1,950	12.3	91.7		1	420	11.2	80.0		-	-	-	-	
CLOTHING	-	-	-	-		1	270	13.0	70.0		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	350	10.1	95.7		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	217	13.7	118.5		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		2	463	7.7	50.2		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		8	2,910	11.0	118.0		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	800	10.0	49.0		1	500	10.6	144.5		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	385	10.5	114.5		2	524	3.4	29.1		-	-	-	-	
MACHINERY	-	-	-	-		1	275	10.3	84.5		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	225	12.1	92.0		2	540	8.6	64.1		-	-	-	-	
ELECTRICAL PRODUCTS	2	450	3.1	19.5		3	1,031	7.1	53.2		2	762	3.6	22.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	209	9.7	42.8		2	1,030	3.5	31.8		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		1	251	10.3	82.7		1	213	10.3	91.0		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	265	9.6	70.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST)	67	69,196	12.7	106.2		41	53,624	11.2	92.6		4	1,299	7.2	72.0		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		3	994	6.9	77.6		-	-	-	-	
TRANSPORTATION	-	-	-	-		14	18,344	10.4	97.0		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		2	2,230	10.9	68.7		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		3	15,930	11.3	91.0		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		1	283	11.0	60.3		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	36	22,365	11.5	116.8		9	5,704	9.9	107.1		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	1	550	12.0	75.5		6	1,993	16.1	103.4		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	2	635	10.7	109.8		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		2	525	14.2	84.6		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	900	7.1	27.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	1	330	12.9	65.0		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	6	3,510	10.3	97.0		1	495	11.0	109.9		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	6	29,505	13.9	84.5		1	6,940	12.8	86.0		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	13	12,301	12.9	144.1		1	280	15.2	95.3		1	305	7.9	54.0		-	-	-	-	
CONSTRUCTION	-	-	-	-		20	42,500	11.9	165.6		-	-	-	-		-	-	-	-	

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	1	421	11.0	125.2	23	28,350	10.5	87.8	10	3,605	5.0	44.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	1	421	11.0	125.2	23	28,350	10.5	87.8	10	3,605	5.0	44.9	-	-	-	-
MANUFACTURING	-	-	-	-	5	2,236	6.2	54.6	7	2,556	4.2	35.0	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	3	1,606	4.7	47.8	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	200	8.4	62.5	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	2	524	3.4	29.1	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	2	540	8.6	64.1	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	430	10.5	76.5	1	462	1.4	15.0	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	2	1,030	3.5	31.8	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1	421	11.0	125.2	18	26,114	10.9	90.7	3	1,049	7.0	69.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	2	744	6.6	75.3	-	-	-	-
TRANSPORTATION	-	-	-	-	13	8,844	10.4	94.5	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	1,105	10.2	70.5	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	3	15,930	11.3	91.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	421	11.0	125.2	1	235	1.6	16.5	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	1	305	7.9	54.0	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN SECOND QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	69	70,025	12.6	104.9		78	83,617	11.6	131.8		4	1,183	9.3	71.4		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	69	70,025	12.6	104.9		58	41,117	11.4	97.0		4	1,183	9.3	71.4		-	-	-	-	
MANUFACTURING	3	1,250	7.5	38.4		35	13,607	11.1	102.1		3	933	9.7	67.9		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		8	4,363	12.1	115.8		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	243	8.6	51.5		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		4	1,950	12.3	91.7		1	420	11.2	80.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	270	13.0	70.0		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	350	10.1	95.7		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	217	13.7	118.5		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	263	7.2	41.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		8	2,910	11.0	118.0		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	1	800	10.0	49.0		1	500	10.6	144.5		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	385	10.5	114.5		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	275	10.3	84.5		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		1	225	12.1	92.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	601	4.7	36.6		1	300	7.1	34.6		-	-	-	-	
ELECTRICAL PRODUCTS	2	450	3.1	19.5		1	209	9.7	42.8		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	251	10.3	82.7		1	213	10.3	91.0		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	265	9.6	70.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	330	11.4	93.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	66	68,775	12.7	106.1		23	27,510	11.5	94.4		1	250	7.9	84.3		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		1	250	7.9	84.3		-	-	-	-	
TRANSPORTATION	-	-	-	-		1	9,500	10.5	99.4		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	1,125	11.6	68.9		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		1	283	11.0	60.3		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	35	21,944	11.5	116.6		8	5,469	10.2	111.0		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	1	550	12.0	75.5		6	1,993	16.1	103.4		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	2	635	10.7	109.8		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		2	525	14.2	84.6		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	900	7.1	27.5		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	1	330	12.9	65.0		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	8	3,510	10.3	97.0		1	495	11.0	109.9		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	6	29,505	13.9	84.5		1	6,940	12.8	86.0		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	13	12,301	12.9	144.1		1	280	15.2	95.3		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		20	42,500	11.9	165.6		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	185	1	69	23	78	10	4	-	-
NUMBER OF EMPLOYEES AFFECTED	187,201	421	70,025	28,350	83,617	3,605	1,183	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	12.3	11.0	12.7	11.9	12.4	7.6	10.0	-	-
SECOND 12 MONTHS OF AGREEMENT	9.9	-	-	9.1	10.4	3.9	9.1	-	-
THIRD 12 MONTHS OF AGREEMENT	4.8	-	-	-	-	3.6	8.6	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	11.7	11.0	12.6	10.5	11.6	5.0	9.3	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	114.6	125.2	105.0	94.3	132.4	66.3	68.5	-	-
SECOND 12 MONTHS OF AGREEMENT	111.4	-	-	81.3	126.0	34.6	70.6	-	-
THIRD 12 MONTHS OF AGREEMENT	43.9	-	-	-	-	34.0	74.3	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	113.0	125.2	104.9	87.8	131.8	44.9	71.4	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECD 12MOS	THIRD 12MOS	FOURT 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS	FIRST 12MOS	SECD 12MOS
ALL INDUSTRIES (INCL CONST)...	12.5	10.4	8.6	-	12.7	-	12.4	10.4	10.0	9.1	8.6	-
ALL INDUSTRIES (EXCL CONST)...	12.7	10.1	8.6	-	12.7	-	12.7	10.2	10.0	9.1	8.6	-
MANUFACTURING	11.4	10.7	8.8	-	7.5	-	11.8	10.8	10.9	9.2	8.8	-
FOOD, BEVERAGES	12.9	11.3	-	-	-	-	12.9	11.3	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	10.1	7.1	-	-	-	-	-	-	-	-	-	-
TEXTILES	12.7	11.5	11.4	-	-	-	10.1	7.1	-	-	-	-
KNITTING MILLS	11.9	14.1	-	-	-	-	12.9	11.7	11.7	10.5	11.4	-
CLOTHING	10.8	9.5	-	-	-	-	11.9	14.1	-	-	-	-
WOOD	12.9	14.4	-	-	-	-	10.8	9.5	-	-	-	-
FURNITURE, FIXTURES	4.0	10.5	-	-	-	-	12.9	14.4	-	-	-	-
PAPER	12.0	10.0	-	-	-	-	4.0	10.5	-	-	-	-
PRINTING, PUBLISHING	10.4	10.1	-	-	10.0	-	12.0	10.0	-	-	-	-
PRIMARY METALS	11.0	10.0	-	-	-	-	11.1	10.1	-	-	-	-
FABRICATED METALS	10.5	10.1	-	-	-	-	11.0	10.0	-	-	-	-
MACHINERY	12.8	11.4	-	-	-	-	10.5	10.1	-	-	-	-
TRANSPORTATION EQUIP	6.3	9.1	4.7	-	-	-	12.8	11.4	-	-	-	-
ELECTRICAL PRODUCTS	6.7	8.4	-	-	3.1	-	5.0	12.1	9.0	7.0	4.7	-
NON-METALLIC MINERALS	11.4	9.5	9.4	-	-	-	14.4	8.4	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	11.0	9.5	11.9	9.6	9.4	-
CHEMICALS	10.0	9.1	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	13.1	9.7	-	-	-	-	10.0	9.1	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	12.8	9.8	8.0	-	12.7	-	13.2	9.9	6.9	8.9	8.0	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	6.9	8.9	8.0	-	-	-	-	-	6.9	8.9	8.0	-
TRANSPORTATION	12.0	9.0	-	-	-	-	12.0	9.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	13.0	12.2	-	-	-	-	13.0	12.2	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	12.0	10.0	-	-	-	-	12.0	10.0	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	11.9	6.9	-	-	11.5	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	15.8	15.5	-	-	12.0	-	13.3	7.4	-	-	-	-
RECREATIONAL SERVICES	10.7	-	-	-	10.7	-	16.8	15.5	-	-	-	-
MANAGEMENT SERVICES	20.0	9.7	-	-	-	-	20.0	9.7	-	-	-	-
PERSONAL SERVICES	8.1	6.2	-	-	-	-	8.1	6.2	-	-	-	-
MISCELLANEOUS SERVICES	12.9	-	-	-	12.9	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10.5	9.9	-	-	10.3	-	12.0	9.9	-	-	-	-
PROVINCIAL ADMINISTRATION	13.9	11.7	-	-	13.9	-	14.0	11.7	-	-	-	-
LOCAL ADMINISTRATION	12.9	10.5	-	-	12.9	-	11.9	10.5	-	-	-	-
CONSTRUCTION	12.2	10.7	-	-	-	-	12.2	10.7	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	114.6	111.4	43.9	-	105.1	-	122.7	114.7	-	66.8	43.5	43.9	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	101.2	84.1	43.9	-	105.1	-	99.7	87.3	-	66.8	43.5	43.9	-	-	-	-	-	-	-	-
MANUFACTURING	85.8	85.8	40.2	-	38.4	-	96.8	96.6	-	52.8	38.2	40.2	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	98.6	96.4	-	-	-	-	98.6	96.4	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	58.0	45.0	-	-	-	-	58.0	45.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	87.9	89.6	90.0	-	-	-	90.6	92.8	-	75.0	75.0	90.0	-	-	-	-	-	-	-	-
KNITTING MILLS	60.0	80.0	-	-	-	-	60.0	80.0	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	97.1	94.3	-	-	-	-	97.1	94.3	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	105.0	132.0	-	-	-	-	105.0	132.0	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	40.5	60.0	-	-	-	-	40.5	60.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	122.0	114.0	-	-	-	-	122.0	114.0	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	85.5	145.0	-	-	49.0	-	144.0	145.0	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	70.1	63.6	23.7	-	-	-	114.0	115.0	-	37.9	25.8	23.7	-	-	-	-	-	-	-	-
FABRICATED METALS	82.0	87.0	-	-	-	-	82.0	87.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	82.0	67.4	57.2	-	-	-	92.0	92.0	-	77.9	57.2	57.2	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	44.5	45.5	21.9	-	-	-	60.9	72.2	-	22.2	22.8	21.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	44.4	24.2	22.3	-	19.5	-	60.0	40.0	-	52.1	21.0	22.3	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	89.3	83.3	92.0	-	-	-	84.5	81.0	-	95.0	86.0	92.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	70.0	70.0	-	-	-	-	70.0	70.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	101.0	85.0	-	-	-	-	101.0	85.0	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	103.8	83.5	53.9	-	106.3	-	100.5	84.6	-	104.4	57.7	53.9	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	123.3	54.8	54.5	-	-	-	-	-	-	123.3	54.8	54.5	-	-	-	-	-	-	-	-
TRANSPORTATION	105.4	88.6	-	-	-	-	105.4	88.6	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	72.7	70.3	-	-	-	-	72.7	70.3	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	96.7	85.3	-	-	-	-	96.7	85.3	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	62.4	58.3	-	-	-	-	62.4	58.3	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	120.4	75.7	-	-	117.0	-	134.0	80.3	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	94.6	106.9	-	-	75.5	-	99.9	106.9	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	109.8	-	-	-	109.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	108.0	65.5	-	-	-	-	108.0	65.5	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	30.0	25.0	-	-	-	-	30.0	25.0	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	65.0	-	-	-	65.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	99.1	106.1	-	-	97.0	-	113.8	106.1	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	85.2	83.7	-	-	84.5	-	88.3	83.7	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	140.1	69.0	51.9	-	144.1	-	72.0	71.0	-	42.8	67.3	51.9	-	-	-	-	-	-	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS
ALL INDUSTRIES (INCL CONST) ..	91.6	76.1	34.0	-	125.2	-	94.3	81.3	-	66.3	34.6	34.0	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	91.6	76.1	34.0	-	125.2	-	94.3	81.3	-	66.3	34.6	34.0	-	-	-	-	-	-	-	-
MANUFACTURING	53.0	38.3	29.5	-	-	-	59.8	49.4	-	47.0	28.6	29.5	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	49.7	45.9	-	-	-	-	49.7	45.9	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	65.0	60.0	-	-	-	-	65.0	60.0	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	37.9	25.8	23.7	-	-	-	-	-	-	37.9	25.8	23.7	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	77.9	57.2	57.2	-	-	-	-	-	-	77.9	57.2	57.2	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	50.9	35.7	20.0	-	-	-	95.0	58.0	-	10.0	15.0	20.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	52.1	21.0	22.3	-	-	-	-	-	-	52.1	21.0	22.3	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	98.3	82.7	44.8	-	125.2	-	97.2	84.1	-	113.1	49.3	44.8	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	142.0	42.0	42.0	-	-	-	-	-	-	142.0	42.0	42.0	-	-	-	-	-	-	-	-
TRANSPORTATION	102.6	86.4	-	-	-	-	102.6	86.4	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	75.3	65.7	-	-	-	-	75.3	65.7	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	96.7	85.3	-	-	-	-	96.7	85.3	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	92.1	-	-	-	125.2	-	33.0	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	42.8	67.3	51.9	-	-	-	-	-	-	42.8	67.3	51.9	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	119.5	124.8	74.3		-	105.0	-	132.4	126.0	-	68.5	70.6	74.3	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	104.0	90.2	74.3		-	105.0	-	103.4	91.5	-	68.5	70.6	74.3	-	-	-	-	-	-	-
MANUFACTURING	95.7	101.9	69.5		-	38.4	-	102.9	104.5	-	68.6	64.6	69.5	-	-	-	-	-	-	-
FOOD, BEVERAGES	116.6	115.0	-		-	-	-	-	116.6	115.0	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	58.0	45.0	-		-	-	-	58.0	45.0	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	87.9	89.6	90.0		-	-	-	90.6	92.8	-	75.0	75.0	90.0	-	-	-	-	-	-	-
KNITTING MILLS	60.0	80.0	-		-	-	-	60.0	80.0	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	97.1	94.3	-		-	-	-	97.1	94.3	-	-	-	-	-	-	-	-	-	-	-
WOOD	105.0	132.0	-		-	-	-	105.0	132.0	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	22.0	60.0	-		-	-	-	22.0	60.0	-	-	-	-	-	-	-	-	-	-	-
PAPER	122.0	114.0	-		-	-	-	122.0	114.0	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	85.5	145.0	-		-	49.0	-	144.0	145.0	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	114.0	115.0	-		-	-	-	114.0	115.0	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	82.0	87.0	-		-	-	-	82.0	87.0	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	92.0	92.0	-		-	-	-	92.0	92.0	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	38.0	62.5	25.0		-	-	-	36.6	100.0	-	41.0	35.0	25.0	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	32.3	40.0	-		-	19.5	-	60.0	40.0	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	89.3	83.3	92.0		-	-	-	84.5	81.0	-	95.0	86.0	92.0	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	70.0	70.0	-		-	-	-	70.0	70.0	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	101.0	85.0	-		-	-	-	101.0	85.0	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	105.4	84.2	92.0		-	106.2	-	103.7	85.2	-	68.0	93.0	92.0	-	-	-	-	-	-	-
FORESTRY	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	68.0	93.0	92.0		-	-	-	-	-	-	68.0	93.0	92.0	-	-	-	-	-	-	-
TRANSPORTATION	108.1	90.8	-		-	-	-	108.1	90.8	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	70.2	74.8	-		-	-	-	70.2	74.8	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	62.4	58.3	-		-	-	-	62.4	58.3	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	121.1	78.8	-		-	116.8	-	138.3	83.7	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	94.6	106.9	-		-	75.5	-	99.9	106.9	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	109.8	-	-		-	109.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	108.0	65.5	-		-	-	-	108.0	65.5	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	30.0	25.0	-		-	-	-	30.0	25.0	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	65.0	-	-		-	65.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	99.1	106.1	-		-	97.0	-	113.8	106.1	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	85.2	83.7	-		-	84.5	-	88.3	83.7	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	142.5	71.0	-		-	144.1	-	72.0	71.0	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	160.4	159.2	-		-	-	-	160.4	159.2	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN SECOND QUARTER OF 1982, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
AVERAGE ANNUAL INCREASE		AVERAGE		AVERAGE		AVERAGE	
UNDER 4.9 PER CENT	.....	9	3,858	7	3,227	2	631
5.0 - 9.9 PER CENT	.....	24	10,716	7	2,139	17	8,577
10.0 - 14.9 PER CENT	.....	119	122,974	20	27,010	99	95,964
15.0 - 19.9 PER CENT	.....	10	5,960	-	-	10	5,960
20.0 - 24.9 PER CENT	.....	3	1,193	-	-	3	1,193
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE		11.7		9.9		12.1	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	2	631	-	-	2	631
10.0 - 19.9 CENTS	.....	3	1,347	3	1,347	-	-
20.0 - 29.9 CENTS	.....	2	1,200	1	300	1	900
30.0 - 39.9 CENTS	.....	5	2,190	4	1,890	1	300
40.0 - 49.9 CENTS	.....	4	1,472	-	-	4	1,472
50.0 - 59.9 CENTS	.....	3	928	2	685	1	243
60.0 - 69.9 CENTS	.....	10	4,108	1	200	9	3,908
70.0 - 79.9 CENTS	.....	15	14,831	6	5,479	9	9,352
80.0 - 89.9 CENTS	.....	22	35,478	2	550	20	34,928
90.0 - 99.9 CENTS	.....	21	33,736	8	19,052	13	14,684
100.0 CENTS AND OVER	.....	78	48,780	7	2,873	71	45,907
AVERAGE		113.0		83.5		119.2	
IN PER CENT		CONSTRUCTION					
UNDER 4.9 PER CENT	.....	-	-	-	-	-	-
5.0 - 9.9 PER CENT	.....	4	2,700	-	-	4	2,700
10.0 - 14.9 PER CENT	.....	13	37,800	-	-	13	37,800
15.0 - 19.9 PER CENT	.....	3	2,000	-	-	3	2,000
20.0 - 24.9 PER CENT	.....	-	-	-	-	-	-
25.0 - 29.9 PER CENT	.....	-	-	-	-	-	-
30.0 - 34.9 PER CENT	.....	-	-	-	-	-	-
35.0 - 39.9 PER CENT	.....	-	-	-	-	-	-
40.0 - 44.9 PER CENT	.....	-	-	-	-	-	-
45.0 - 49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	-	-	-	-	-	-
AVERAGE		11.9		-		11.9	
IN CENTS PER HOUR							
UNDER 9.9 CENTS	.....	-	-	-	-	-	-
10.0 - 19.9 CENTS	.....	-	-	-	-	-	-
20.0 - 29.9 CENTS	.....	-	-	-	-	-	-
30.0 - 39.9 CENTS	.....	-	-	-	-	-	-
40.0 - 49.9 CENTS	.....	-	-	-	-	-	-
50.0 - 59.9 CENTS	.....	-	-	-	-	-	-
60.0 - 69.9 CENTS	.....	-	-	-	-	-	-
70.0 - 79.9 CENTS	.....	1	400	-	-	1	400
80.0 - 89.9 CENTS	.....	-	-	-	-	-	-
90.0 - 99.9 CENTS	2	1,300	-	-	2	1,300
100.0 CENTS AND OVER	17	40,800	-	-	17	40,800
AVERAGE		165.6		-		165.6	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1982



Prepared by
Research Branch
Ontario Ministry of Labour
December 1982

Hon Russell Ramsey
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1981. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases. These are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by Carmel Hill and Carolyn Beange. For further information on any of the tables, please call Carolyn Beange, Research Branch, Ontario Ministry of Labour (965-6886).

Toronto
December 6, 1982

Highlights

During the third quarter of 1982, a total of 128 collective agreements covering 124,835 employees were negotiated for bargaining units of 200 or more employees. Both the number of settlements and the number of employees covered by those contracts were down from the second quarter, when 185 settlements covering 187,201 employees were negotiated. Bargaining activity in the third quarter was again concentrated in the non-manufacturing sector. Two-thirds of the total number of settlements covering 61 percent of the total number of employees were in this sector.

The average annual base wage increase for all settlements in the third quarter was 7.6 percent. This represents a decline of 4.1 percentage points from the second quarter of this year when settlements averaged 11.7 percent. However, this observed decline in the overall average negotiated increase for the third quarter should be interpreted with caution because it is heavily influenced by two major settlements at Inco and General Motors and does not reflect the value of cost-of-living allowances (COLA) that will be paid during the term of new agreements. The influence of these factors on the third quarter estimate is dealt with in more detail later in this overview.

The third quarter data show substantial variation in negotiated increases by industry sector. Average annual increases ranged from a high of 13.9 per cent in construction to a low of 4.3 per cent in manufacturing. The average negotiated increase in the non-manufacturing sector was 9.1 per cent.

A more accurate measure of the underlying trend in annual negotiated wage increases is provided by the increases in settlements that do not contain COLA. For these settlements, the annual increase averaged 10.8 per cent in the third quarter. This represents a decline of 1.3 percentage points from the average increase of 12.1 percent for settlements without COLA in both the first and second quarters of 1982.

AVERAGE ANNUAL INCREASE				
<u>Third Quarter 1982</u>			<u>Second Quarter 1982</u>	
	Cents			Cents
	Per cent	per hour	Per cent	per hour
All Industries (excluding construction	7.6	72.0	11.7	113.0
Agreements with COLA	3.6	35.3	9.9	83.5
Agreements without COLA .	10.8	101.4	12.1	119.2
Manufacturing	4.3	41.5	9.4	83.2
Agreements with COLA	1.7	16.6	5.1	44.2
Agreements without COLA .	10.5	100.8	10.7	95.1
Non-Manufacturing (excluding construction)	9.1	83.6	12.0	100.0
Agreements with COLA	5.8	58.9	10.7	90.4
Agreements without COLA .	10.6	95.3	12.4	102.7
Construction	13.9	176.6	11.9	165.6
Agreements with COLA	-	-	-	-
Agreements without COLA .	13.9	176.7	11.9	165.6

The presence of a COLA clause is related partly to the duration of an agreement. For example, in one-year agreements only three out of sixty settlements contained COLA; for the two-year agreements, sixteen out of sixty settlements contained COLA; and for three-year agreements, six out of the eight settlements had COLA. In terms of employees covered, the pattern is similar. Of the employees covered by one-year agreements, 2.5 percent have COLA; for the two-year agreements 56 percent of the employees are covered by COLA; and for three-year agreements 94 percent are covered by COLA.

COLA clauses should be taken into account in order to interpret negotiated wage increases accurately. As mentioned earlier, the wage settlement data in the third quarter combining the agreements with and without COLA appear to show that the size of annual increases being negotiated dropped substantially to 7.6 percent. However, the 25 settlements with COLA averaged base-wage increases of 3.6 per cent and this group, with 55,604 employees, represents nearly 45 percent of the weight in the overall figures. Two significant settlements with COLA - Inco and the Steelworkers and General Motors and the Auto-workers - provide relatively small scheduled increases and this has the effect of bringing down the wage settlement statistics for the overall category. However, the workers covered by these two agreements could receive wage increases over the term of the agreement that are similar to those negotiated in the third quarter for settlements without COLA if the rate of inflation does not abate. Because the settlement with COLA data are difficult to interpret, and this in turn makes the overall data also potentially misleading, the settlement without COLA data provide a better indication of the underlying trend.

The data in Table 13 provide further amplification on the merits of looking at settlements without COLA for the underlying trend. As can be seen from the table, for settlements with COLA the bulk of employees - 40,220 out of 55,604, or 72.4 percent - are covered by agreements in which the scheduled base rate increases averaged less than 5.0 percent per annum. On the other hand, in the agreements without COLA over half of the employees - 34,840 out of 64,881, or 53.7 percent - are covered by settlements in which the average base-rate increases fall into the range of 10.0 to 14.9 percent.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	128	60	60	8	-	-
NUMBER OF EMPLOYEES AFFECTED	124,835	35,636	76,647	12,552	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	7.6	11.8	6.7	1.1	-	-
AGREEMENTS WITH COL CLAUSE	3.6	7.5	4.3	0.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	10.8	11.9	9.7	9.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	72.0	101.0	68.6	10.1	-	-
AGREEMENTS WITH COL CLAUSE	35.3	81.1	42.7	5.2	-	-
AGREEMENTS WITHOUT COL CLAUSE	101.4	101.5	101.7	87.4	-	-

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING
200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	120	124,835	7.6	72.0	25	55,604	3.6	35.3	103	69,231	10.8	101.4
ALL INDUSTRIES (EXCL CONST) ..	121	120,485	7.3	68.2	25	55,604	3.6	35.3	96	64,881	10.6	96.4
MANUFACTURING	36	43,982	4.3	41.5	12	30,969	1.7	16.6	24	13,013	10.5	100.8
FOOD, BEVERAGES	2	2,425	12.0	118.3	-	-	-	-	2	2,425	12.0	118.3
TOBACCO	2	1,053	10.8	112.2	1	255	11.0	107.3	1	798	10.8	113.7
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	2	700	9.5	67.0	-	-	-	-	2	700	9.5	67.0
KNITTING MILLS	1	200	2.0	9.0	-	-	-	-	1	200	2.0	9.0
CLOTHING	1	800	9.4	49.0	-	-	-	-	1	800	9.4	49.0
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	2	630	5.2	35.9	-	630	5.2	35.9	-	-	-	-
PAPER	10	5,744	11.1	119.0	-	-	-	-	10	5,744	11.1	119.0
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	2	976	0.1	1.0	1	750	0.1	1.3	1	226	-	-
FABRICATED METALS	3	790	4.8	33.5	2	565	2.9	25.6	1	225	9.4	53.5
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	2	27,547	1.4	13.8	2	27,547	1.4	13.8	-	-	-	-
ELECTRICAL PRODUCTS	2	681	8.1	70.1	2	681	8.1	70.1	-	-	-	-
NON-METALLIC MINERALS	2	760	11.6	122.9	-	-	-	-	2	760	11.6	122.9
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	230	9.4	80.0	-	-	-	-	1	230	9.4	80.0
MISCELLANEOUS MFG	4	1,446	6.9	40.2	2	541	4.7	35.2	2	905	8.2	43.2
NON-MANUFACTURING (EXCL CONST)	85	76,503	9.1	83.6	13	24,635	5.8	58.9	72	51,868	10.6	95.3
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	10,345	0.2	2.8	2	10,345	0.2	2.8	-	-	-	-
TRANSPORTATION	9	13,965	10.0	99.7	7	13,159	10.0	101.2	2	806	10.0	73.8
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	1,979	6.3	69.1	-	-	-	-	2	1,979	6.3	69.1
ELECTRIC, GAS, WATER	2	544	9.9	80.5	2	544	9.9	80.5	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	8	13,717	11.0	92.8	1	232	6.9	25.0	7	13,485	11.1	94.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	31	17,518	11.7	112.4	1	355	9.7	117.4	30	17,163	11.7	112.3
HEALTH, WELFARE SERVICES ..	17	5,798	11.1	79.0	-	-	-	-	17	5,798	11.1	79.0
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	10	8,468	6.3	65.8	-	-	-	-	10	8,468	6.3	65.8
PROVINCIAL ADMINISTRATION ..	1	3,080	15.5	123.4	-	-	-	-	1	3,080	15.5	123.4
LOCAL ADMINISTRATION	3	1,089	11.9	143.8	-	-	-	-	3	1,089	11.9	143.8
CONSTRUCTION	7	4,350	13.9	176.7	-	-	-	-	7	4,350	13.9	176.7

**AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER
OF 1982,
BY INDUSTRY AND DURATION OF AGREEMENT**

-5-

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	60	35,636	11.8	101.0		60	76,647	6.7	68.6		8	12,552	1.1	10.1		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	60	35,636	11.8	101.0		54	72,847	6.3	62.5		7	12,002	0.7	5.6		-	-	-	-	-
MANUFACTURING	5	1,453	4.8	36.2		27	40,959	4.4	42.2		4	1,570	2.9	27.3		-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	2	2,425	12.0	118.3		-	-	-	-		-	-	-	-	-
TORACCO	-	-	-	-	-	1	798	10.8	113.7		1	255	11.0	107.3		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
TEXTILES	1	500	9.0	65.0		1	200	10.9	72.0		-	-	-	-		-	-	-	-	-
KNITTING MILLS	1	200	2.0	9.0		-	-	-	-	-	-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-	-	1	800	9.4	49.0		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-	-	2	630	5.2	35.9		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	10	5,744	11.1	119.0		-	-	-	-		-	-	-	-	-
PRIMARY METALS	1	226	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	1	225	9.4	53.5		1	750	0.1	1.3		-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	2	565	2.9	25.6		-	-	-	-	-
TRANSPORTATION EQUIP	1	297	-	-	-	1	27,250	1.4	14.0		-	-	-	-		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	2	681	8.1	70.1		-	-	-	-		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	2	760	11.6	122.9		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
CHEMICALS	1	230	9.4	80.0		-	-	-	-	-	-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	4	1,446	6.9	40.2		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	55	34,183	12.1	103.8		27	31,888	8.7	88.5		3	10,432	0.4	2.4		-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	1	345	4.4	45.0		1	10,000	0.1	1.3		-	-	-	-	-
TRANSPORTATION	1	300	11.9	103.0		8	13,665	9.9	99.6		-	-	-	-		-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
COMMUNICATIONS	1	240	12.7	71.9		1	1,739	5.5	68.8		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	1	244	13.7	127.0		1	300	6.9	42.7		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
RETAIL TRADE	1	5,000	13.4	80.9		5	8,285	9.8	103.4		2	432	7.6	27.7		-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	29	16,938	11.8	114.0		2	580	7.8	65.3		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	15	5,164	10.8	78.2		2	634	13.7	85.5		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	3	2,128	8.9	90.3		-	-	-	-	-	-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	3,080	15.5	123.4		7	6,340	5.5	57.5		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	3	1,089	11.9	143.8		-	-	-	-	-	-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	6	3,800	14.5	186.6		1	550	10.0	108.0		-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	3	896	7.5	81.1	-	16	42,906	4.3	42.7	6	11,802	0.6	5.2	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	3	896	7.5	81.1	-	16	42,906	4.3	42.7	6	11,802	0.6	5.2	-	-	-	-	-	-	-
MANUFACTURING	1	297	-	-	-	7	29,102	1.7	16.1	4	1,570	2.9	27.3	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	1	255	11.0	107.3	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	2	630	5.2	35.9	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	1	750	0.1	1.3	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	2	565	2.9	25.6	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	297	-	-	-	1	27,250	1.4	14.0	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	2	681	8.1	70.1	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	2	541	4.7	35.2	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	2	599	11.3	121.3	-	9	13,804	9.7	98.6	2	10,232	0.3	1.8	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	1	345	4.4	45.0	1	10,000	0.1	1.3	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	7	13,159	10.0	101.2	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	244	13.7	127.0	-	1	300	6.9	42.7	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	1	232	6.9	25.0	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	1	355	9.7	117.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN THIRD QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST) ..	57	34,740	11.9	101.5		44	33,741	9.7	101.7		2	750	9.6	87.4		-	-	-	-	
ALL INDUSTRIES (EXCL CONST) ..	57	34,740	11.9	101.5		38	29,941	9.1	90.9		1	200	8.5	30.9		-	-	-	-	
MANUFACTURING	4	1,156	6.1	45.5		20	11,857	10.9	106.2		-	-	-	-		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		2	2,425	12.0	118.3		-	-	-	-		-	-	-	-	
TORACCO	-	-	-	-		1	798	10.8	113.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	1	500	9.0	65.0		1	200	10.9	72.0		-	-	-	-		-	-	-	-	
KNITTING MILLS	1	200	2.0	9.0		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	800	9.4	49.0		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		10	5,744	11.1	119.0		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	226	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	225	9.4	53.5		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		2	760	11.6	122.9		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	230	9.4	80.0		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	905	8.2	43.2		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	53	33,584	12.1	103.4		18	18,084	7.9	80.8		1	200	8.5	30.9		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	300	11.9	103.0		1	506	8.8	56.5		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	240	12.7	71.9		1	1,739	5.5	68.8		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	1	5,000	13.4	80.9		5	8,285	9.8	103.4		1	200	8.5	30.9		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	28	16,583	11.9	113.9		2	580	7.8	65.3		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	15	5,164	10.8	78.2		2	634	13.7	85.5		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	3	2,128	8.9	90.3		7	6,340	5.5	57.5		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	3,080	15.5	123.4		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	3	1,089	11.9	143.8		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		6	3,800	14.5	186.6		1	550	10.0	108.0		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	120	3	57	16	44	6	2	-	-
NUMBER OF EMPLOYEES AFFECTED	124,835	896	34,740	42,906	33,741	11,802	750	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	7.6	7.5	11.9	3.8	10.2	0.6	12.0	-	-
SECOND 12 MONTHS OF AGREEMENT ...	5.8	-	-	4.8	8.8	0.6	9.0	-	-
THIRD 12 MONTHS OF AGREEMENT	1.0	-	-	-	-	0.6	6.9	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	7.6	7.5	11.9	4.3	9.7	0.6	9.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	70.0	81.1	101.5	36.7	101.8	4.6	107.2	-	-
SECOND 12 MONTHS OF AGREEMENT ...	61.5	-	-	48.6	97.2	5.4	78.1	-	-
THIRD 12 MONTHS OF AGREEMENT	9.8	-	-	-	-	5.8	73.5	-	-
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	72.0	81.1	101.5	42.7	101.7	5.2	87.4	-	-

TABLE 9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE																				
INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS				
ALL INDUSTRIES (INCL CONST) ..	11.1	8.8	6.9	-	11.9	-	10.2	8.8	-	12.0	9.0	6.9	-	-	-	-				
ALL INDUSTRIES (EXCL CONST) ..	10.9	8.4	5.0	-	11.9	-	9.8	8.4	-	5.8	11.1	5.0	-	-	-	-				
MANUFACTURING	11.3	10.1	-	-	6.1	-	11.8	10.1	-	-	-	-	-	-	-	-				
FOOD, BEVERAGES	12.7	11.2	-	-	-	-	12.7	11.2	-	-	-	-	-	-	-	-				
TOBACCO	11.6	10.0	-	-	-	-	11.6	10.0	-	-	-	-	-	-	-	-				
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TEXTILES	9.8	10.0	-	-	9.0	-	11.8	10.0	-	-	-	-	-	-	-	-				
KNITTING MILLS	2.0	-	-	-	2.0	-	-	-	-	-	-	-	-	-	-	-				
CLOTHING	10.9	8.0	-	-	-	-	10.9	8.0	-	-	-	-	-	-	-	-				
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PAPER	12.4	9.9	-	-	-	-	12.4	9.9	-	-	-	-	-	-	-	-				
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FABRICATED METALS	11.1	7.8	-	-	-	-	11.1	7.8	-	-	-	-	-	-	-	-				
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
NON-METALLIC MINERALS	11.1	12.0	-	-	-	-	11.1	12.0	-	-	-	-	-	-	-	-				
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CHEMICALS	9.4	-	-	-	9.4	-	-	-	-	-	-	-	-	-	-	-				
MISCELLANEOUS MFG	7.6	8.8	-	-	-	-	7.6	8.8	-	-	-	-	-	-	-	-				
NON-MANUFACTURING (EXCL CONST)	10.8	7.3	5.0	-	12.1	-	8.4	7.3	-	5.8	11.1	5.0	-	-	-	-				
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TRANSPORTATION	11.8	5.9	-	-	11.9	-	11.7	5.9	-	-	-	-	-	-	-	-				
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
COMMUNICATIONS	6.8	5.0	-	-	12.7	-	6.0	5.0	-	-	-	-	-	-	-	-				
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RETAIL TRADE	11.3	9.3	5.0	-	13.4	-	10.2	9.3	-	5.8	11.1	5.0	-	-	-	-				
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
EDUCATION, RELATED SERVICES	11.8	6.4	-	-	11.9	-	9.3	6.4	-	-	-	-	-	-	-	-				
HEALTH, WELFARE SERVICES ..	11.0	12.8	-	-	10.8	-	13.2	12.8	-	-	-	-	-	-	-	-				
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
FEDERAL ADMINISTRATION	6.7	5.0	-	-	8.9	-	6.0	5.0	-	-	-	-	-	-	-	-				
PROVINCIAL ADMINISTRATION ..	15.5	-	-	-	15.5	-	-	-	-	-	-	-	-	-	-	-				
LOCAL ADMINISTRATION	11.9	-	-	-	11.9	-	-	-	-	-	-	-	-	-	-	-				
CONSTRUCTION	14.0	11.5	7.7	-	-	-	13.9	12.0	-	14.2	8.2	7.7	-	-	-	-				

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	70.0	61.5	9.8	-	101.0	-	65.3	70.0	-	10.7	9.8	-	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	66.6	56.6	6.0	-	101.0	-	59.9	64.9	-	4.8	6.0	-	-	-	-	-	-	-	-	-
MANUFACTURING	33.8	49.6	27.2	-	36.2	-	33.8	50.6	-	30.8	24.6	27.2	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	118.4	118.3	-	-	-	-	118.4	118.3	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	115.5	108.4	109.0	-	-	-	116.0	111.5	-	114.0	99.0	109.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	67.5	70.0	-	-	65.0	-	74.0	70.0	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	9.0	-	-	-	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	54.0	44.0	-	-	-	-	54.0	44.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	46.0	25.8	-	-	-	-	46.0	25.8	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	125.5	112.6	-	-	-	-	125.5	112.6	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	2.0	2.0	-	-	-	-	-	-	-	2.0	2.0	-	-	-	-	-	-	-	-
FABRICATED METALS	41.6	28.4	23.8	-	-	-	60.0	47.0	-	34.3	21.0	23.8	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	28.0	-	-	-	-	-	28.0	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	72.1	68.1	-	-	-	-	72.1	68.1	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	110.2	135.6	-	-	-	-	110.2	135.6	-	-	-	-	-	-	-	-	-	-	-	-
PETROLFUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	80.0	-	-	-	80.0	-	36.6	43.9	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	36.6	43.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	85.5	63.6	2.8	-	103.8	-	93.5	83.3	-	0.9	3.2	2.8	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2.3	2.6	2.0	-	-	-	70.0	20.0	-	-	2.0	2.0	-	-	-	-	-	-	-	-
TRANSPORTATION	108.4	90.6	-	-	103.0	-	108.5	90.6	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	72.9	64.5	-	-	71.9	-	73.1	64.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	70.6	60.7	-	-	127.0	-	24.8	60.7	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	92.7	99.9	22.6	-	80.9	-	103.4	103.4	-	22.6	31.9	22.6	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	112.8	52.2	-	-	114.0	-	78.5	52.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	78.3	82.8	-	-	78.2	-	78.6	82.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	68.4	54.0	-	-	90.3	-	61.1	54.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	123.4	-	-	-	123.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	143.8	-	-	-	143.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	164.6	158.0	93.0	-	-	-	168.6	167.6	-	139.0	92.0	93.0	-	-	-	-	-	-	-	-

TABLE II

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982,
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS				
	FIRST 12MOS		THIRD 12MOS		FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
	30.6	39.3	5.8	5.8	-	81.1	-	36.7	48.6	-	4.5	5.4	5.8	-	-	-	-
ALL INDUSTRIES (INCL CONST) ..	30.6	39.3	5.8	5.8	-	81.1	-	36.7	48.6	-	4.5	5.4	5.8	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	30.6	39.3	5.8	5.8	-	81.1	-	36.7	48.6	-	4.6	5.4	5.8	-	-	-	-
MANUFACTURING	4.7	28.8	27.2	-	-	-	-	3.3	29.0	-	30.8	24.6	27.2	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	114.0	99.0	109.0	-	-	-	-	-	-	-	114.0	99.0	109.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	46.0	25.8	-	-	-	-	-	46.0	25.8	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	2.0	2.0	-	-	-	-	-	-	-	-	2.0	2.0	-	-	-	-
FABRICATED METALS	34.3	21.0	23.8	-	-	-	-	-	-	-	34.3	21.0	23.8	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	28.0	-	-	-	-	-	-	28.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	72.1	68.1	-	-	-	-	-	72.1	68.1	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	34.4	36.1	-	-	-	-	-	34.4	36.1	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	63.2	52.8	2.5	-	121.3	-	107.1	90.0	-	-	0.5	2.5	2.5	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2.3	2.6	2.0	-	-	-	70.0	20.0	-	-	-	2.0	2.0	-	-	-	-
TRANSPORTATION	109.9	92.5	-	-	-	-	109.9	92.5	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	70.6	60.7	-	-	127.0	-	24.8	60.7	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	25.0	25.0	25.0	-	-	-	-	-	-	-	25.0	25.0	25.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	117.4	-	-	-	117.4	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MO5	SECND 12MO5	THIRD 12MO5	FOURTH 12MO5	FIRST 12MO5	SECND 12MO5	THIRD 12MO5	FOURTH 12MO5	FIRST 12MO5	SECND 12MO5	THIRD 12MO5	FOURTH 12MO5	FIRST 12MO5	SECND 12MO5	THIRD 12MO5	FOURTH 12MO5	FIRST 12MO5	SECND 12MO5	THIRD 12MO5	FOURTH 12MO5
ALL INDUSTRIES (INCL CONST)...	101.7	96.8	73.5	-	101.5	-	101.8	97.2	-	107.2	78.1	73.5	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	97.5	88.0	20.0	-	101.5	-	93.3	88.3	-	20.0	40.0	20.0	-	-	-	-	-	-	-	-
MANUFACTURING	103.2	103.6	-	-	45.5	-	108.8	103.6	-	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	118.4	118.3	-	-	-	-	118.4	118.3	-	-	-	-	-	-	-	-	-	-	-	-
TORACCO	116.0	111.5	-	-	-	-	116.0	111.5	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	67.5	70.0	-	-	65.0	-	74.0	70.0	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	9.0	-	-	-	9.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	54.0	44.0	-	-	-	-	54.0	44.0	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	125.5	112.6	-	-	-	-	125.5	112.6	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	60.0	47.0	-	-	-	-	60.0	47.0	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	110.2	135.6	-	-	-	-	110.2	135.6	-	-	-	-	-	-	-	-	-	-	-	-
PETROLFUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	80.0	-	-	-	80.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	37.9	48.5	-	-	-	-	37.9	48.5	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	96.0	77.8	20.0	-	103.4	-	83.1	78.2	-	20.0	40.0	20.0	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	83.5	41.0	-	-	103.0	-	72.0	41.0	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	72.9	64.5	-	-	71.9	-	73.1	64.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	93.8	101.9	20.0	-	80.9	-	103.4	103.4	-	20.0	40.0	20.0	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	112.7	52.2	-	-	113.9	-	78.5	52.2	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	78.3	82.8	-	-	78.2	-	78.6	82.8	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	68.4	54.0	-	-	90.3	-	61.1	54.0	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	123.4	-	-	-	123.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	143.8	-	-	-	143.8	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	164.8	158.0	93.0	-	-	-	168.6	167.6	-	139.0	92.0	93.0	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN PER CENT			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION								
AVERAGE			7.6		3.6		10.8	
IN CENTS PER HOUR								
UNDER	4.9 PER CENT	.....	12	40,901	9	40,270	3	631
5.0 -	9.9 PER CENT	.....	40	28,029	7	2,137	33	25,892
10.0 -	14.9 PER CENT	.....	67	48,037	9	13,197	58	34,840
15.0 -	19.9 PER CENT	.....	2	3,518	-	-	2	3,518
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE								
IN CENTS PER HOUR			6	12,165	4	11,739	2	426
UNDER	9.9 CENTS	.....	2	27,565	2	27,565	-	-
10.0 -	19.9 CENTS	.....	3	817	2	612	1	205
20.0 -	24.9 CENTS	.....	4	1,271	2	541	2	730
30.0 -	39.9 CENTS	.....	9	4,555	3	895	6	3,660
40.0 -	49.9 CENTS	.....	10	5,341	1	250	9	5,091
50.0 -	59.9 CENTS	.....	5	4,714	1	450	4	4,264
60.0 -	69.9 CENTS	.....	17	5,685	-	-	17	5,685
70.0 -	79.9 CENTS	.....	13	10,543	1	231	12	10,312
80.0 -	89.9 CENTS	.....	6	7,738	2	6,025	4	1,713
90.0 -	99.9 CENTS	.....	46	40,091	7	7,296	39	32,795
100.0 CENTS AND OVER	.....	.....				
AVERAGE			72.0		35.3		101.4	
CONSTRUCTION								
IN PER CENT			-	-	-	-	-	-
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	-	-	-	-	-	-
10.0 -	14.9 PER CENT	.....	6	3,600	-	-	6	3,600
15.0 -	19.9 PER CENT	.....	1	750	-	-	1	750
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			13.9		-		13.9	
CONSTRUCTION								
IN CENTS PER HOUR			-	-	-	-	-	-
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	24.9 CENTS	.....	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-	-	-	-
60.0 -	69.9 CENTS	.....	-	-	-	-	-	-
70.0 -	79.9 CENTS	.....	-	-	-	-	-	-
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER	7	4,350	-	-	7	4,350
AVERAGE			176.7		-		176.7	

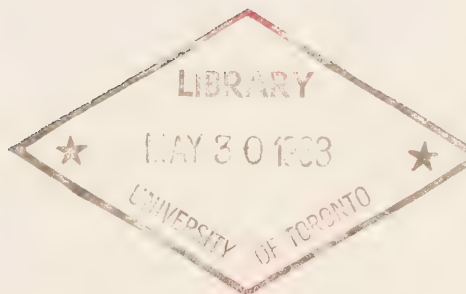
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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1982

Prepared by
Research Branch
Ontario Ministry of Labour
May 1983



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1982. The data were drawn from the monthly report on settlements prepared jointly by the Canada Department of Labour and the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolyn Beange, (965-6886).

Toronto
May 16, 1983

Highlights

During the fourth quarter of 1982, 157 collective agreements covering 217,678 employees were negotiated in Ontario for bargaining units of 200 or more employees. The non-manufacturing sector (including construction) accounted for two thirds of the settlements and four-fifths of the workers involved in the fourth quarter. Within the non-manufacturing sector, transportation, communications, retail trade, education, and federal administration dominated settlement activity. In manufacturing, the transportation equipment industry accounted for over one-half of the employees due to the large-unit settlements at Ford Motor Co. and Chrysler Canada.

The average annual base wage increase for all settlements during the fourth quarter was 6.3 per cent, down 1.3 percentage points from 7.6 per cent in the third quarter. For agreements with cost-of-living clauses (COLA), the average base wage, which excludes any future COLA related increase was 3.0 per cent, also down from the third quarter average increase of 3.6 per cent. For agreements without COLA the annual increase was 6.8 per cent, compared to 10.8 per cent in the third quarter. The quarter-to-quarter decline in average annual increases occurred in all major sectors, as indicated in the table below.

	Average Annual Increase			
	Fourth Quarter 1982		Third Quarter 1982	
	Cents		Cents	
	Per cent	per hour	Per cent	per hour
All Industries (excluding construction).....	6.3	60.8	7.6	72.0
Agreements with COLA ...	3.0	28.8	3.6	35.3
Agreements without COLA	6.8	65.9	10.8	101.4
Manufacturing	4.8	40.6	4.3	41.5
Agreements with COLA	2.2	19.2	1.7	16.6
Agreements without COLA .	8.8	74.3	10.5	100.8
Non-manufacturing (excluding construction)	6.6	65.7	9.1	83.6
Agreements with COLA	8.6	94.2	5.8	58.9
Agreements without COLA .	6.6	65.1	10.6	95.3
Construction	11.0	170.4	13.9	176.7
Agreements with COLA	-	-	-	-
Agreements without COLA .	11.0	170.4	13.9	176.7

The 20 agreements with COLA in the fourth quarter were concentrated in the manufacturing sector, particularly the transportation equipment industry. Together, Ford and Chrysler employees represented over 70 per cent of all the employees who settled during the quarter with agreements containing a COLA. The four non-manufacturing sector agreements with COLA were all in the transportation industry. In total, 13.7 per cent of all employees were covered by settlements containing COLA, compared to 44.5 per cent in the third quarter. Variations in the incidence of COLAs from one quarter to the next is most

likely the result of bargaining cycles of the different firms and the influence of large-unit settlements rather than a change in the general trend to bargain COLAs.

Table 3 provides a breakdown of agreements by duration. Two-year agreements were most common, representing 60 per cent of all agreements, and just over 70 per cent of the employees covered by fourth quarter settlements. One-year agreements accounted for 30 per cent and 25 per cent of the employees. The increase in the proportion of two-year agreements to 60 per cent from 47 per cent in the third quarter is partly attributable to the large number of settlements which were subject to the federal two-year wage restraint legislation in the transportation industry and in federal administration. Also, as shown in Table 5, the average annual increase in base wages in two-year agreements without COLA was 6.7 per cent, compared to 7.3 percent in one-year agreements and 6.5 per cent in three-year agreements.

Tables 6 to 12 inclusive provide information on increases in base wages by 12-month periods. In manufacturing agreements without COLA, the first 12-month average increase was 9.3 per cent, the second 12-month increase was 8.4 per cent, and the third 12-month increase was 6.4 per cent. In the third quarter, the corresponding increases were about 2 percentage points higher at 11.3 per cent and 10.1 per cent for the first and second 12-month periods respectively (there were no three-year agreements).

Table 13 shows that average annual base wage increases in the fourth quarter were concentrated in the 5.0-9.9 per cent range and covered 74 per cent of the total employees. Eighty-four per cent of the settlements without COLA, involving 83 per cent of the employees covered by the settlements, fall in this range. In cents-per-hour terms, one-half of the agreements without COLA provided average annual increases between 30 cents and 69.9 cents, covering 62 per cent of the employees affected. However, increases of \$1.00 or more were provided in 24 per cent of these agreements and covered 20 per cent of the employees.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	157	47	94	16	-	-
NUMBER OF EMPLOYEES AFFECTED	217,678	53,594	156,567	7,517	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.3	6.5	6.2	7.3	-	-
AGREEMENTS WITH COL CLAUSE	3.0	2.7	1.5	7.6	-	-
AGREEMENTS WITHOUT COL CLAUSE	6.8	7.3	6.7	6.5	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	61.5	66.9	59.2	71.3	-	-
AGREEMENTS WITH COL CLAUSE	28.8	23.8	14.6	75.9	-	-
AGREEMENTS WITHOUT COL CLAUSE	66.7	76.6	63.8	59.2	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	157	217,678	6.3	61.5	20	29,855	3.0	28.8	137	187,823	6.8	66.7
ALL INDUSTRIES (EXCL CONST) ..	155	216,250	6.3	60.8	20	29,855	3.0	28.8	135	186,395	6.8	65.9
MANUFACTURING	55	42,565	4.8	40.6	16	26,037	2.2	19.2	39	16,528	8.8	74.3
FOOD, BEVERAGES	4	1,525	5.6	54.4	2	765	1.2	14.5	2	760	10.1	94.5
TOBACCO	1	460	10.6	102.7	-	-	-	-	1	460	10.6	102.7
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	2	830	8.9	43.8	-	-	-	-	2	830	8.9	43.8
TEXTILES	4	1,322	10.6	65.0	2	642	12.3	71.1	2	680	8.9	59.2
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	205	5.2	26.2	-	-	-	-	1	205	5.5	26.2
WOOD	2	570	12.1	105.5	-	-	-	-	2	570	12.1	105.5
FURNITURE, FIXTURES	1	288	5.8	40.0	-	-	-	-	1	288	5.8	40.0
PAPER	9	4,786	10.4	107.0	-	-	-	-	9	4,786	10.4	107.0
PRINTING, PUBLISHING	1	1,350	13.4	78.8	-	-	-	-	1	1,350	13.4	78.8
PRIMARY METALS	1	385	5.0	46.0	-	-	-	-	1	385	5.0	46.0
FABRICATED METALS	5	1,167	5.8	49.9	2	477	4.8	44.9	3	690	6.5	53.4
MACHINERY	1	250	8.4	75.0	-	-	-	-	1	250	8.4	75.0
TRANSPORTATION EQUIP	11	24,530	1.9	18.1	8	23,477	1.8	17.3	3	1,053	4.3	34.3
ELECTRICAL PRODUCTS	8	2,927	6.4	45.4	1	226	-	-	7	2,701	6.9	49.2
NON-METALLIC MINERALS	1	220	10.4	75.0	-	-	-	-	1	220	10.4	75.0
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	200	7.1	69.6	-	-	-	-	1	200	7.1	69.6
MISCELLANEOUS MFG	2	1,550	5.7	50.4	1	450	5.9	32.0	1	1,100	5.7	58.0
NON-MANUFACTURING (EXCL CONST)	100	173,685	6.6	65.7	4	3,818	8.6	94.2	96	169,867	6.6	65.1
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	24	32,775	5.8	62.5	4	3,818	8.6	94.2	20	28,957	5.5	58.3
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	4	21,258	5.5	60.0	-	-	-	-	4	21,258	5.5	60.0
ELECTRIC, GAS, WATER	2	6,997	5.3	85.2	-	-	-	-	2	6,997	5.3	85.2
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	14	25,441	9.8	97.6	-	-	-	-	14	25,441	9.8	97.6
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	27	25,722	8.2	90.1	-	-	-	-	27	25,722	8.2	90.1
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	2	920	6.9	64.4	-	-	-	-	2	920	6.9	64.4
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	18	49,604	5.5	42.1	-	-	-	-	18	49,604	5.5	42.1
PROVINCIAL ADMINISTRATION ..	1	1,700	9.0	61.0	-	-	-	-	1	1,700	9.0	61.0
LOCAL ADMINISTRATION	8	9,268	5.9	48.0	-	-	-	-	8	9,268	5.9	48.0
CONSTRUCTION	2	1,428	11.0	170.4	-	-	-	-	2	1,428	11.0	170.4

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	47	53,594	6.5	66.9		94	156,567	6.2	59.2		16	7,517	7.3	71.3		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	47	53,594	6.5	66.9		92	155,139	6.1	58.2		16	7,517	7.3	71.3		-	-	-	-	-
MANUFACTURING	12	12,970	4.2	31.8		30	25,526	4.8	43.6		13	4,069	6.1	49.7		-	-	-	-	-
FOOD, BEVERAGES	1	250	-	-		2	760	10.1	94.5		1	515	1.8	21.6		-	-	-	-	-
TOBACCO	-	-	-	-		1	460	10.6	102.7		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-		2	830	8.9	43.8		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		2	680	8.9	59.2		2	642	12.3	71.1		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	1	205	5.5	26.2		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		2	570	12.1	105.5		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		1	288	5.8	40.0		-	-	-	-		-	-	-	-	-
PAPER	1	400	8.5	54.0		5	3,736	10.7	113.9		3	650	10.1	99.7		-	-	-	-	-
PRINTING, PUBLISHING	1	1,350	13.4	78.8		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		1	385	5.0	46.0		-	-	-	-		-	-	-	-	-
FABRICATED METALS	1	200	-	-		3	690	6.5	53.4		1	277	8.3	77.3		-	-	-	-	-
MACHINERY	1	250	8.4	75.0		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION EQUIP	2	8,920	2.7	24.6		6	14,472	1.4	13.8		3	1,138	2.2	21.3		-	-	-	-	-
ELECTRICAL PRODUCTS	2	745	2.5	16.2		3	1,335	9.1	64.2		3	847	5.5	41.5		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		1	220	10.4	75.0		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	1	200	7.1	69.6		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	1	450	5.9	32.0		1	1,100	5.7	58.0		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	35	40,624	7.2	78.2		62	129,613	6.4	61.0		3	3,448	8.7	96.6		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION	1	446	6.0	61.0		20	28,881	5.5	58.4		3	3,448	8.7	96.6		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		4	21,258	5.5	60.0		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	1	6,317	4.9	85.7		1	680	8.4	81.0		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		14	25,441	9.8	97.6		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	23	22,573	8.2	90.4		4	3,149	7.8	88.0		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	1	320	9.5	60.0		1	600	5.5	66.8		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	1,700	9.0	61.0		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	8	9,268	5.9	48.0		-	-	-	-		-	-	-	-		-	-	-	-	-
CONSTRUCTION	-	-	-	-		2	1,428	11.0	170.4		-	-	-	-		-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED
IN FOURTH QUARTER OF 1982, BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	5	9,820	2.7	23.8		6	14,617	1.5	14.6		9	5,418	7.6	75.9		-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	5	9,820	2.7	23.8		6	14,617	1.5	14.6		9	5,418	7.6	75.9		-	-	-	-	-
MANUFACTURING	5	9,820	2.7	23.8		5	14,247	1.3	13.1		6	1,970	5.6	39.7		-	-	-	-	-
FOOD, BEVERAGES	1	250	-	-		-	-	-	-		1	515	1.8	21.6		-	-	-	-	-
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TEXTILES	-	-	-	-		-	-	-	-		2	642	12.3	71.1		-	-	-	-	-
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WOOD	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PAPER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FABRICATED METALS	1	200	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MACHINERY	-	-	-	-		-	-	-	-		1	277	8.3	77.3		-	-	-	-	-
TRANSPORTATION EQUIP	2	8,920	2.7	24.6		5	14,247	1.3	13.1		1	310	-	-		-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		1	226	-	-		-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS MFG	1	450	5.9	32.0		-	-	-	-		-	-	-	-		-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	-	-	-	-		1	370	7.6	71.5		3	3,448	8.7	96.6		-	-	-	-	-
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
TRANSPORTATION	-	-	-	-		1	370	7.6	71.5		3	3,448	8.7	96.6		-	-	-	-	-
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	42	43,774	7.3	76.6		88	141,950	6.7	63.8		7	2,099	6.5	59.2		-	-	-	-	
ALL INDUSTRIES (EXCL CONST).	42	43,774	7.3	76.6		86	140,522	6.6	62.7		7	2,099	6.5	59.2		-	-	-	-	
MANUFACTURING	7	3,150	8.9	56.5		25	11,279	9.2	82.0		7	2,099	6.5	59.2		-	-	-	-	
FOOD, BEVERAGES	-	-	-	-		2	760	10.1	94.5		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		1	460	10.6	102.7		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		2	830	8.9	43.8		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		2	680	8.9	59.2		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	1	205	5.5	26.2		-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		2	570	12.1	105.5		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	288	5.8	40.0		-	-	-	-		-	-	-	-	
PAPER	1	400	8.5	54.0		5	3,736	10.7	113.9		3	650	10.1	99.7		-	-	-	-	
PRINTING, PUBLISHING	1	1,350	13.4	78.8		-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	385	5.0	46.0		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		3	690	6.5	53.4		-	-	-	-		-	-	-	-	
MACHINERY	1	250	8.4	75.0		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	225	8.8	52.5		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	2	745	2.5	16.2		3	1,335	9.1	64.2		2	828	3.1	29.3		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	220	10.4	75.0		2	621	7.5	56.6		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	1	200	7.1	69.6		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	1,100	5.7	58.0		-	-	-	-		-	-	-	-	
NON-MANUFACTURING(EXCL CONST	35	40,624	7.2	78.2		61	129,243	6.4	61.0		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	446	6.0	61.0		19	28,511	5.5	58.3		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		4	21,258	5.5	60.0		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	1	6,317	4.9	85.7		1	680	8.4	81.0		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		14	25,441	9.8	97.6		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	23	22,573	8.2	90.4		4	3,149	7.8	88.0		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	320	9.5	60.0		1	600	5.5	66.8		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		18	49,604	5.5	42.1		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	1	1,700	9.0	61.0		-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	8	9,268	5.9	48.0		-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		2	1,428	11.0	170.4		-	-	-	-		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982,
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
AVERAGE INCREASE									
NUMBER OF AGREEMENTS	157	5	42	6	88	9	7	-	-
NUMBER OF EMPLOYEES AFFECTED	217,678	9,820	43,774	14,617	141,950	5,418	2,099	-	-
AVERAGE PER CENT INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	6.6	2.9	7.3	0.3	7.1	8.1	7.0	-	-
SECOND 12 MONTHS OF AGREEMENT ...	5.6	-	-	2.6	6.2	6.9	6.7	-	-
THIRD 12 MONTHS OF AGREEMENT	7.2	-	-	-	-	7.6	6.4	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.3	2.7	7.3	1.5	6.7	7.6	6.5	-	-
AVERAGE CENTS-PER-HOUR INCREASE IN									
FIRST 12 MONTHS OF AGREEMENT	62.3	25.7	76.7	2.8	66.1	75.0	55.7	-	-
SECOND 12 MONTHS OF AGREEMENT ...	55.1	-	-	25.4	61.0	68.7	61.9	-	-
THIRD 12 MONTHS OF AGREEMENT	76.9	-	-	-	-	82.8	63.2	-	-
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	61.5	23.8	76.6	14.6	63.8	75.9	59.2	-	-

INDUSTRY

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FOURT 12 MOS	FIRST 12 MOS	SECD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS	THIRD 12 MOS	FIRST 12 MOS	SECD 12 MOS

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	2.6	2.6	7.6	-	2.9	-	0.3	2.6	-	8.1	6.9	7.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	2.6	2.6	7.6	-	2.9	-	0.3	2.6	-	8.1	6.9	7.6	-	-	-	-	-	-	-	-
MANUFACTURING	1.6	1.9	6.4	-	2.9	-	-	2.5	-	6.7	5.7	6.4	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	1.7	3.0	-	-	-	-	-	-	-	2.6	3.0	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	13.7	11.7	11.6	-	-	-	-	-	-	13.7	11.7	11.6	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	6.3	7.9	6.0	-	-	-	-	-	-	10.9	7.9	6.0	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1.1	1.5	-	-	2.9	-	-	2.5	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	5.9	-	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	9.1	7.4	8.1	-	-	-	9.8	5.4	-	9.0	7.6	8.1	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	9.1	7.4	8.1	-	-	-	9.8	5.4	-	9.0	7.6	8.1	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

[illegible]

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1982, BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS		FOUR-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	68.4	61.0	63.2	-	76.7	-	66.1	61.0	-	55.7	61.9	63.2
ALL INDUSTRIES (EXCL CONST)...	67.5	60.4	63.2	-	76.7	-	64.8	60.4	-	55.7	61.9	63.2
MANUFACTURING	75.5	77.4	63.2	-	57.6	-	84.1	80.3	-	55.7	61.9	63.2
FOOD, BEVERAGES	102.7	86.3	-	-	-	-	102.7	86.3	-	-	-	-
TOBACCO	112.0	102.0	-	-	-	-	112.0	102.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	29.7	57.8	-	-	-	-	29.7	57.8	-	-	-	-
TEXTILES	59.8	58.5	-	-	-	-	59.8	58.5	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	26.2	-	-	-	26.2	-	-	-	-	-	-	-
WOOD	106.1	104.9	-	-	-	-	106.1	104.9	-	-	-	-
FURNITURE, FIXTURES	25.0	55.0	-	-	-	-	25.0	55.0	-	-	-	-
PAPER	108.8	109.7	106.8	-	54.0	-	116.9	110.9	-	95.7	102.7	106.8
PRINTING, PUBLISHING	78.8	-	-	-	78.8	-	-	-	-	-	-	-
PRIMARY METALS	53.5	38.5	-	-	-	-	53.5	38.5	-	-	-	-
FABRICATED METALS	58.2	48.5	-	-	-	-	58.2	48.5	-	-	-	-
MACHINERY	75.0	-	-	-	75.0	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	26.0	38.9	33.9	-	-	-	55.0	50.0	-	18.2	35.9	33.9
ELECTRICAL PRODUCTS	51.4	60.1	56.6	-	16.2	-	65.3	63.0	-	63.8	53.8	56.6
NON-METALLIC MINERALS	85.0	65.0	-	-	-	-	85.0	65.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	87.0	-	-	-	-	-	-	-
CHEMICALS	87.0	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	64.0	52.0	-	-	-	-	64.0	52.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	66.7	58.7	-	-	78.2	-	63.1	58.7	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	61.8	54.7	-	-	61.0	-	61.9	54.7	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	64.0	56.1	-	-	-	-	64.0	56.1	-	-	-	-
ELECTRIC, GAS, WATER	85.5	51.0	-	-	85.7	-	84.0	51.0	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	92.6	102.7	-	-	-	-	92.6	102.7	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	93.2	59.5	-	-	90.4	-	113.4	59.5	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	67.1	62.7	-	-	60.0	-	71.0	62.7	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	44.7	39.5	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	61.0	-	-	-	61.0	-	44.7	39.5	-	-	-	-
LOCAL ADMINISTRATION	48.0	-	-	-	48.0	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS

ALL INDUSTRIES, EXCLUDING CONSTRUCTION

IN PER CENT

UNDER 4.9 PER CENT	20	35,133	12	24,668	8	10,465
5.0 - 9.9 PER CENT	113	160,659	6	4,545	107	156,114
10.0 - 14.9 PER CENT	22	20,458	2	642	20	19,816
15.0 - 19.9 PER CENT	-	-	-	-	-	-
20.0 - 24.9 PER CENT	-	-	-	-	-	-
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-

AVERAGE

6.3

3.0

6.8

IN CENTS PER HOUR

UNDER 9.9 CENTS	8	3,711	6	2,461	2	1,250
10.0 - 19.9 CENTS	4	13,192	4	13,192	-	-
20.0 - 29.9 CENTS	6	10,713	2	9,015	4	1,698
30.0 - 39.9 CENTS	13	37,702	1	450	12	37,252
40.0 - 49.9 CENTS	18	18,611	-	-	18	18,611
50.0 - 59.9 CENTS	24	31,803	-	-	24	31,803
60.0 - 69.9 CENTS	14	28,214	-	-	14	28,214
70.0 - 79.9 CENTS	21	11,925	4	1,289	17	10,636
80.0 - 89.9 CENTS	8	12,957	-	-	8	12,957
90.0 - 99.9 CENTS	5	4,498	3	3,448	2	1,050
100.0 CENTS AND OVER	34	42,924	-	-	34	42,924

AVERAGE

61.5

28.8

66.7

CONSTRUCTION

IN PER CENT

UNDER 4.9 PER CENT	-	-	-	-	-	-
5.0 - 9.9 PER CENT	1	778	-	-	1	778
10.0 - 14.9 PER CENT	1	650	-	-	1	650
15.0 - 19.9 PER CENT	-	-	-	-	-	-
20.0 - 24.9 PER CENT	-	-	-	-	-	-
25.0 - 29.9 PER CENT	-	-	-	-	-	-
30.0 - 34.9 PER CENT	-	-	-	-	-	-
35.0 - 39.9 PER CENT	-	-	-	-	-	-
40.0 - 44.9 PER CENT	-	-	-	-	-	-
45.0 - 49.9 PER CENT	-	-	-	-	-	-
50.0 PER CENT AND OVER	-	-	-	-	-	-

AVERAGE

11.0

-

11.0

IN CENTS PER HOUR

TABLE 13

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES NEGOTIATED IN FOURTH QUARTER OF 1982, BY SIZE OF INCREASE

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
IN CENTS PER HOUR		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
UNDER 9.9 CENTS	.....	-	-	-	-	-	-
10.0 - 19.9 CENTS	.....	-	-	-	-	-	-
20.0 - 29.9 CENTS	.....	-	-	-	-	-	-
30.0 - 39.9 CENTS	.....	-	-	-	-	-	-
40.0 - 49.9 CENTS	.....	-	-	-	-	-	-
50.0 - 59.9 CENTS	.....	-	-	-	-	-	-
60.0 - 69.9 CENTS	.....	-	-	-	-	-	-
70.0 - 79.9 CENTS	.....	-	-	-	-	-	-
80.0 - 89.9 CENTS	-	-	-	-	-	-
90.0 - 99.9 CENTS	-	-	-	-	-	-
100.0 CENTS AND OVER	2	1,428	-	-	2	1,428
AVERAGE	170.4			-		170.4	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
May 1983



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolyn Beange, (965-6886).

Toronto
May 18, 1983

Highlights

During the first quarter of 1983, 268 collective agreements covering 219,323 employees were negotiated in Ontario for bargaining units of 200 or more employees. This compares with 157 collective agreements covering 217,678 employees negotiated in the last quarter of 1982. Employees in the health and education sectors and in federal, provincial and local administration account for approximately 70 per cent of all employees covered by new agreements in the quarter. Less than 13 per cent of the workers covered by first quarter settlements are employed in manufacturing industries.

The average annual increase in base wage rates for settlements in all industries during the first quarter of 1983 was 6.5 per cent, compared to 6.3 per cent in the fourth quarter of 1982. The average annual increase in agreements without COLA, a better measure of the underlying trend in annual negotiated wage increases, was 6.7 per cent, down slightly from 6.8 per cent in the fourth quarter of 1982. Agreements containing a COLA provided negotiated base wage increases of 3.9 per cent on average. The average annual increase in agreements without COLA in non-manufacturing industries was practically unchanged over the previous quarter at 6.7 per cent, whereas increases in the manufacturing sector for agreements without COLA fell 1.7 percentage points to 7.1 per cent.

	Average Annual Increase			
	First Quarter 1983		Fourth Quarter 1982	
	Cents		Cents	
	Per cent	per hour	Per cent	per hour
All Industries (excluding construction).....	6.5	59.0	6.3	60.8
Agreements with COLA	3.9	43.3	3.0	28.8
Agreements without COLA ..	6.7	60.6	6.8	65.9
Manufacturing	4.9	44.3	4.8	40.6
Agreements with COLA	3.0	31.8	2.2	19.2
Agreements without COLA ...	7.1	59.5	8.8	74.3
Non-manufacturing (excluding construction)	6.7	61.1	6.6	65.7
Agreements with COLA	6.6	81.4	8.6	94.2
Agreements without COLA ...	6.7	60.6	6.6	65.1
Construction	11.9	156.8	11.0	170.4
Agreements with COLA	-	-	-	-
Agreements without COLA ...	11.9	156.8	11.0	170.4

In the first quarter COLA clauses were provided in 12 per cent of the agreements and covered less than 10 per cent of the employees. The COLAs were concentrated in the electrical products, transportation equipment, and food and beverage industries. For the quarter, slightly more than one half of the employees in the manufacturing sector negotiated contracts containing a COLA.

Settlements containing wage increases implemented under federal and provincial wage restraint legislation dominated settlement activity in the quarter. The federal and Ontario legislation applied to 173,000

employees, or just under 80 per cent of all employees affected by new agreements in the first quarter. The federal legislation provides 6% and 5% in 2 years, averaging 5.5 per cent per year. Ontario legislation provides 5 per cent for one year with a minimum \$750 to \$1,000.

Under Ontario's legislation, contracts which had expired prior to last September 21 and not been settled are subject to restraints for two years and 9% and 5% apply in the first and second years respectively. Major settlements that fall into this category in the first quarter include Ontario hospitals and CUPE, which settled for just the first year at 9 per cent, and the Ontario Nurses Association which settled for 2-year agreements at 9% and 5%. The agreements between the Ontario Government and 50,000 provincial employees were amended to provide approximately a 5 per cent increase.

Over one half of all agreements were for one year's duration and 40 per cent were for two years. Only 13 agreements had a three-year term, of which 11 contained a COLA. In all agreements without a COLA, the average annual increase in base wage rates in one-year agreements was 6.7 per cent, and slightly higher at 7.0 per cent for two-year agreements. Information on these aspects is presented in Tables 3, 4 and 5.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all settlements without a COLA the first 12-month increase was 7.1 per cent, the second 12-month increase was 5.8 per cent, and the third 12-month increase was 4.7 per cent. Manufacturing industries provided larger increases than non-manufacturing industries: 7.8 per cent compared to 7.0 per cent respectively for the first 12-month period, and 6.6 per cent compared to 5.7 per cent respectively for the second 12-month period.

Table 13 shows that average annual base wage increases in the 5.0 to 9.9 per cent range were most frequent. Over 80 per cent of the agreements and of the employees fell in this range. The most common increases on a cents-per-hour basis were in the 40¢ to 49.9¢ range. Sixty-five per cent of employees covered by contracts without a COLA fell in the 40¢ to 69.9¢ range for average annual increases in base wage rates.

May 18, 1983

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	268	146	109	13	-	-
NUMBER OF EMPLOYEES AFFECTED	219,323	144,986	67,481	6,856	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	6.5	6.6	6.5	3.3	-	-
AGREEMENTS WITH COL CLAUSE	3.9	4.9	4.3	2.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	6.8	6.7	7.0	7.8	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	59.6	55.9	70.2	34.7	-	-
AGREEMENTS WITH COL CLAUSE	43.3	59.3	47.5	30.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	61.3	55.9	75.2	69.9	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	268	219,323	6.5	59.6	33	19,961	3.9	43.3	235	199,362	6.8	61.3
ALL INDUSTRIES (EXCL CONST)...	265	217,823	6.5	59.0	33	19,961	3.9	43.3	232	197,862	6.7	60.6
MANUFACTURING	58	28,037	4.9	44.3	24	15,345	3.0	31.8	34	12,692	7.1	59.5
FOOD, BEVERAGES	13	4,445	8.1	87.3	7	2,475	7.4	93.6	6	1,970	9.0	79.4
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	2	1,926	0.6	5.0	2	1,926	0.6	5.0	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	1	400	8.5	58.0	-	-	-	-	1	400	8.5	58.0
KNITTING MILLS	1	225	4.5	23.4	-	-	-	-	1	225	4.5	23.4
CLOTHING	2	464	8.3	34.4	-	-	-	-	2	464	8.3	34.4
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	3	711	3.1	18.3	-	-	-	-	3	711	3.1	18.3
PAPER	6	2,032	8.8	80.6	-	-	-	-	6	2,032	8.8	80.6
PRINTING, PUBLISHING	1	269	9.0	49.2	-	-	-	-	1	269	9.0	49.2
PRIMARY METALS	1	209	4.3	33.5	1	209	4.3	33.5	-	-	-	-
FABRICATED METALS	7	2,597	3.7	30.1	2	1,125	3.4	29.7	5	1,472	3.9	30.4
MACHINERY	2	652	6.4	54.3	-	-	-	-	2	652	6.4	54.3
TRANSPORTATION EQUIP	9	4,328	1.4	12.2	8	4,123	1.2	10.3	1	205	5.4	52.0
ELECTRICAL PRODUCTS	3	4,957	3.4	31.7	3	4,957	3.4	31.7	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5	3,942	5.5	53.5	1	530	1.0	12.5	4	3,412	6.2	59.9
MISCELLANEOUS MFG	2	880	10.3	78.9	-	-	-	-	2	880	10.3	78.9
NON-MANUFACTURING (EXCL CONST)	207	189,786	6.7	61.1	9	4,616	6.6	81.4	198	185,170	6.7	60.6
FORESTRY	5	4,005	10.3	118.8	-	-	-	-	5	4,005	10.3	118.8
MINING, QUARRYING	1	1,891	6.7	63.1	-	-	-	-	1	1,891	6.7	63.1
TRANSPORTATION	8	3,546	6.3	69.9	7	2,956	6.2	73.3	1	590	6.6	52.5
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	1,047	6.2	76.1	-	-	-	-	2	1,047	6.2	76.1
ELECTRIC, GAS, WATER	4	16,351	4.8	41.0	-	-	-	-	4	16,351	4.8	41.0
WHOLESALE TRADE	1	535	8.5	100.0	-	-	-	-	1	535	8.5	100.0
RETAIL TRADE	2	1,597	7.7	100.8	1	1,314	7.5	100.0	1	283	8.3	105.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	2,000	8.0	53.0	-	-	-	-	2	2,000	8.0	53.0
EDUCATION, RELATED SERVICES	42	30,571	7.5	76.3	1	346	6.7	79.7	41	30,225	7.5	76.3
HEALTH, WELFARE SERVICES	87	34,796	7.6	70.9	-	-	-	-	87	34,796	7.6	70.9
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	3	3,051	5.8	31.0	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	3	3,051	5.8	31.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6	10,065	5.5	47.7	-	-	-	-	6	10,065	5.5	47.7
PROVINCIAL ADMINISTRATION	10	54,522	6.8	51.3	-	-	-	-	10	54,522	6.8	51.3
LOCAL ADMINISTRATION	34	25,809	5.5	58.7	-	-	-	-	34	25,809	5.5	58.7

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR	AGTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	146	144,986	6.6	55.9	109	67,481	6.5	70.2	13	6,856	3.3	34.7
ALL INDUSTRIES (EXCL CONST).	146	144,986	6.6	55.9	106	65,981	6.4	68.2	13	6,856	3.3	34.7
MANUFACTURING	8	4,924	6.4	58.7	40	17,963	5.3	48.2	10	5,150	1.9	17.2
FOOD, BEVERAGES	1	688	6.9	44.0	11	3,547	8.6	98.8	1	210	3.6	35.0
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	1	276	4.5	35.0	1	1,650	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	1	400	8.5	58.0	-	-	-	-
KNITTING MILLS	-	-	-	-	1	225	4.5	23.4	-	-	-	-
CLOTHING	-	-	-	-	2	464	8.3	34.4	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	247	3.0	18.0	2	464	3.2	18.4	-	-	-	-
PAPER	3	1,220	9.3	87.7	2	462	7.7	61.0	1	350	8.6	82.0
PRINTING, PUBLISHING	-	-	-	-	1	269	9.0	49.2	-	-	-	-
PRIMARY METALS	-	-	-	-	1	209	4.3	33.5	-	-	-	-
FABRICATED METALS	1	269	-	-	6	2,328	4.1	33.6	-	-	-	-
MACHINERY	-	-	-	-	1	300	5.7	50.0	1	352	7.1	58.0
TRANSPORTATION EQUIP	-	-	-	-	3	1,740	1.5	12.0	6	2,588	1.4	12.4
ELECTRICAL PRODUCTS	-	-	-	-	3	4,957	3.4	31.7	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	2,500	6.0	59.0	3	1,442	4.7	44.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	2	880	10.3	78.9	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	138	140,062	6.7	55.8	66	48,018	6.8	75.7	3	1,706	7.5	87.8
FORESTRY	-	-	-	-	5	4,005	10.3	118.8	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	1,891	6.7	63.1	-	-	-	-
TRANSPORTATION	4	1,250	4.4	53.6	1	590	6.6	52.5	3	1,706	7.5	87.8
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	270	8.5	85.6	1	777	5.5	72.8	-	-	-	-
ELECTRIC, GAS, WATER	4	16,351	4.8	41.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	535	8.5	100.0	-	-	-	-
RETAIL TRADE	-	-	-	-	2	1,597	7.7	100.8	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	2,000	8.0	53.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	33	19,914	7.9	71.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	49	19,574	8.1	61.3	38	15,222	6.9	83.4	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	372	5.0	28.0	2	2,679	5.9	31.5	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	6	10,065	5.5	47.7	-	-	-	-
PROVINCIAL ADMINISTRATION	10	54,522	6.8	51.3	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	34	25,809	5.5	58.7	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	3	1,500	11.9	156.8	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	5	1,596	4.9	59.3		17	12,211	4.3	47.5		11	6,154	2.8	30.7	
ALL INDUSTRIES (EXCL CONST).	5	1,596	4.9	59.3		17	12,211	4.3	47.5		11	6,154	2.8	30.7	
MANUFACTURING	-	-	-	-		16	10,897	3.9	41.1		8	4,448	1.0	8.8	
FOOD, BEVERAGES	-	-	-	-		6	2,265	7.7	99.1		1	210	3.6	35.0	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	276	4.5	35.0		1	1,650	-	-	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	209	4.3	33.5		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	1,125	3.4	29.7		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	1,535	1.0	6.7		6	2,588	1.4	12.4	
ELECTRICAL PRODUCTS	-	-	-	-		3	4,957	3.4	31.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	530	1.0	12.5		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	5	1,596	4.9	59.3		1	1,314	7.5	100.0		3	1,706	7.5	87.8	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	4	1,250	4.4	53.6		-	-	-	-		3	1,706	7.5	87.8	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		1	1,314	7.5	100.0		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	346	6.7	79.7		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-	

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	141	143,390	6.7	55.9	92	55,270	7.0	75.2	2	702	7.8	69.9
ALL INDUSTRIES (EXCL CONST) ..	141	143,390	6.7	55.9	89	53,770	6.9	72.9	2	702	7.8	69.9
MANUFACTURING	8	4,924	6.4	58.7	24	7,066	7.4	59.0	2	702	7.8	69.9
FOOD, BEVERAGES	1	688	6.9	44.0	5	1,282	10.2	98.5	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	400	8.5	58.0	-	-	-	-
CLOTHING	-	-	-	-	225	4.5	23.4	-	-	-	-	-
WOOD	-	-	-	-	464	8.3	34.4	-	-	-	-	-
FURNITURE, FIXTURES	1	247	3.0	18.0	-	-	-	-	-	-	-	-
PAPER	3	1,220	9.3	87.7	2	462	7.7	61.0	1	350	8.6	82.0
PRINTING, PUBLISHING	-	-	-	-	1	269	9.0	49.2	-	-	-	-
PRIMARY METALS	1	269	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	4	1,203	4.8	37.1	-	-	-	-
MACHINERY	-	-	-	-	1	300	5.7	50.0	1	352	7.1	58.0
TRANSPORTATION EQUIP	-	-	-	-	1	205	5.4	52.0	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	2,500	6.0	59.0	2	912	6.9	62.3	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	2	880	10.3	78.9	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	133	138,466	6.7	55.8	65	46,704	6.8	75.0	-	-	-	-
FORESTRY	-	-	-	-	5	4,005	10.3	118.8	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	1,891	6.7	63.1	-	-	-	-
TRANSPORTATION	-	-	-	-	1	590	6.6	52.5	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	270	8.5	85.6	1	777	5.5	72.8	-	-	-	-
ELECTRIC, GAS, WATER	4	16,351	4.8	41.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	535	8.5	100.0	-	-	-	-
RETAIL TRADE	-	-	-	-	1	283	8.3	105.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	2,000	8.0	53.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	32	19,568	7.9	71.6	9	10,657	6.9	84.8	-	-	-	-
HEALTH, WELFARE SERVICES	49	19,574	8.1	61.3	38	15,222	6.9	83.4	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	372	5.0	28.0	2	2,679	5.9	31.5	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	6	10,065	5.5	47.7	-	-	-	-
PROVINCIAL ADMINISTRATION	10	54,522	6.8	51.3	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	34	25,809	5.5	58.7	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	3	1,500	11.9	156.8	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	268	5	141	17	92	11	2
NUMBER OF EMPLOYEES AFFECTED	219,323	1,596	143,390	12,211	55,270	6,154	702
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	6.8	4.9	6.7	4.9	8.2	2.9	9.0
SECOND 12 MONTHS OF AGREEMENT ...	5.2	-	-	3.6	5.8	2.0	8.0
THIRD 12 MONTHS OF AGREEMENT	3.4	-	-	-	-	3.4	6.6
FOURTH 12 MONTHS OF AGREEMENT ...	3.7	-	-	-	-	3.7	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	6.5	4.9	6.7	4.3	7.0	2.8	7.8
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	62.5	59.3	55.9	52.1	85.5	29.9	73.9
SECOND 12 MONTHS OF AGREEMENT ...	56.7	-	-	42.9	63.5	21.8	71.9
THIRD 12 MONTHS OF AGREEMENT	38.1	-	-	-	-	38.5	63.9
FOURTH 12 MONTHS OF AGREEMENT ...	50.0	-	-	-	-	50.0	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	59.6	59.3	55.9	47.5	75.2	30.7	69.9

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	6.8	5.2	3.4	3.7	6.6	-	-	-	7.6	5.4	-	-	3.5	2.7	3.7	3.7
ALL INDUSTRIES (EXCL CONST) ..	6.8	5.1	3.4	3.7	6.6	-	-	-	7.4	5.4	-	-	3.5	2.7	3.7	3.7
MANUFACTURING	5.4	3.8	2.2	-	6.4	-	-	-	6.2	4.5	-	-	1.6	1.7	2.5	-
FOOD, BEVERAGES	8.9	7.4	2.9	-	6.9	-	-	-	9.6	7.7	-	-	4.3	3.6	2.9	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	0.7	0.5	-	-	-	-	-	-	5.2	3.7	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	9.0	8.0	-	-	-	-	-	-	9.0	8.0	-	-	-	-	-	-
KNITTING MILLS	8.9	-	-	-	-	-	-	-	8.9	-	-	-	-	-	-	-
CLOTHING	9.2	7.4	-	-	-	-	-	-	9.2	7.4	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	2.4	4.3	-	-	3.0	-	-	-	2.0	4.3	-	-	-	-	-	-
PAPER	9.2	7.8	7.0	-	9.3	-	-	-	8.5	7.0	-	-	10.0	8.9	7.0	-
PRINTING, PUBLISHING	9.0	9.0	-	-	-	-	-	-	9.0	9.0	-	-	-	-	-	-
PRIMARY METALS	2.9	5.8	-	-	-	-	-	-	2.9	5.8	-	-	-	-	-	-
FABRICATED METALS	3.9	3.7	-	-	-	-	-	-	4.4	3.7	-	-	-	-	-	-
MACHINERY	7.1	6.3	6.2	-	-	-	-	-	6.0	5.4	-	-	8.0	7.0	6.2	-
TRANSPORTATION EQUIP	1.0	1.1	3.0	-	-	-	-	-	1.6	1.3	-	-	0.5	1.0	3.0	-
ELECTRICAL PRODUCTS	4.7	2.0	-	-	-	-	-	-	4.7	2.0	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.4	5.0	-	-	6.0	-	-	-	4.5	5.0	-	-	-	-	-	-
MISCELLANEOUS MFG	14.6	6.4	-	-	-	-	-	-	14.6	6.4	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.0	5.7	7.3	3.7	6.7	-	-	-	7.9	5.8	-	-	9.1	5.5	7.3	3.7
FORESTRY	11.1	9.5	-	-	9.5	-	-	-	11.1	9.5	-	-	-	-	-	-
MINING, QUARRYING	-	10.8	-	-	-	-	-	-	-	10.8	-	-	-	-	-	-
TRANSPORTATION	7.1	5.6	7.3	3.7	4.4	-	-	-	7.1	6.0	-	-	9.1	5.5	7.3	3.7
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.6	5.0	-	-	8.5	-	-	-	6.0	5.0	-	-	-	-	-	-
ELECTRIC, GAS, WATER	4.8	-	-	-	4.8	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	8.9	8.2	-	-	-	-	-	-	8.9	8.2	-	-	-	-	-	-
RETAIL TRADE	7.9	7.4	-	-	-	-	-	-	7.9	7.4	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	8.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.3	4.8	-	-	7.9	-	-	-	9.0	4.8	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	8.5	5.0	-	-	8.1	-	-	-	9.0	5.0	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	5.3	6.4	-	-	5.0	-	-	-	5.3	6.4	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	8.0	5.0	-	-	-	-	-	-	6.0	5.0	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.5	-	-	-	5.5	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	16.0	6.1	-	-	-	-	-	-	16.0	6.1	-	-	-	-	-	-

TABLE 8

WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983

[illegible]

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	7.1	5.8	4.7	-	6.7	-	8.2	5.8	-	9.0	8.0	6.6	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	7.0	5.8	4.7	-	6.7	-	8.0	5.8	-	9.0	8.0	6.6	-	-	-	-
MANUFACTURING	7.8	6.6	4.7	-	6.4	-	8.7	6.5	-	9.0	8.0	6.6	-	-	-	-
FOOD, BEVERAGES	10.5	8.1	-	-	6.9	-	12.4	8.1	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	9.0	8.0	-	-	-	-	9.0	8.0	-	-	-	-	-	-	-	-
KNITTING MILLS	8.9	-	-	-	-	-	8.9	-	-	-	-	-	-	-	-	-
CLOTHING	9.2	7.4	-	-	-	-	9.2	7.4	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	2.4	4.3	-	-	3.0	-	2.0	4.3	-	-	-	-	-	-	-	-
PAPER	9.2	7.8	7.0	-	9.3	-	8.5	7.0	-	10.0	8.9	7.0	-	-	-	-
PRINTING, PUBLISHING	9.0	9.0	-	-	-	-	9.0	9.0	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	4.1	4.3	-	-	-	-	5.0	4.3	-	-	-	-	-	-	-	-
MACHINERY	7.1	6.3	6.2	-	-	-	6.0	5.4	-	8.0	7.0	6.2	-	-	-	-
TRANSPORTATION EQUIP	5.9	4.9	-	-	-	-	5.9	4.9	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	6.3	6.6	-	-	6.0	-	7.1	6.6	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	14.6	6.4	-	-	-	-	14.6	6.4	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	7.0	5.7	-	-	6.7	-	7.9	5.7	-	-	-	-	-	-	-	-
FORESTRY	11.1	9.5	-	-	-	-	11.1	9.5	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	10.8	-	-	-	-	-	10.8	-	-	-	-	-	-	-	-
TRANSPORTATION	7.1	6.0	-	-	-	-	7.1	6.0	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.6	5.0	-	-	8.5	-	6.0	5.0	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	4.8	-	-	-	4.8	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	8.9	8.2	-	-	-	-	8.9	8.2	-	-	-	-	-	-	-	-
RETAIL TRADE	8.6	7.9	-	-	-	-	8.6	7.9	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	5.0	-	-	-	8.0	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	8.3	4.8	-	-	7.9	-	9.0	4.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	8.5	5.0	-	-	8.1	-	9.0	5.0	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	5.3	6.4	-	-	5.0	-	5.3	6.4	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	6.8	-	-	-	6.8	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.5	-	-	-	5.5	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	14.0	6.1	-	-	-	-	16.0	6.1	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	
ALL INDUSTRIES (INCL CONST) ..	62.5	56.7	38.1	50.0	55.9	-	79.5	59.7	-	34.4	27.0	41.2	50.0
ALL INDUSTRIES (EXCL CONST) ..	61.5	56.1	38.1	50.0	55.9	-	76.7	59.1	-	34.4	27.0	41.2	50.0
MANUFACTURING	47.4	36.5	22.0	-	58.7	-	54.0	42.8	-	13.6	14.6	24.4	-
FOOD, BEVERAGES	91.6	90.5	30.0	-	44.0	-	104.0	93.7	-	40.0	35.0	30.0	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	5.7	4.3	-	-	-	-	40.0	30.0	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	59.0	57.0	-	-	-	-	59.0	57.0	-	-	-	-	-
KNITTING MILLS	45.0	-	-	-	-	-	45.0	-	-	-	-	-	-
CLOTHING	36.7	32.2	-	-	-	-	36.7	32.2	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	13.7	25.3	-	-	18.0	-	11.5	25.3	-	-	-	-	-
PAPER	82.3	69.8	73.0	-	87.7	-	64.5	57.5	-	87.0	86.0	73.0	-
PRINTING, PUBLISHING	47.1	51.3	-	-	-	-	47.1	51.3	-	-	-	-	-
PRIMARY METALS	22.0	45.0	-	-	-	-	22.0	45.0	-	-	-	-	-
FABRICATED METALS	31.6	31.0	-	-	-	-	35.2	31.0	-	-	-	-	-
MACHINERY	56.4	53.8	55.0	-	-	-	51.0	49.0	-	61.0	58.0	55.0	-
TRANSPORTATION EQUIP	7.4	8.5	29.3	-	-	-	12.9	11.2	-	3.8	6.7	29.3	-
ELECTRICAL PRODUCTS	43.9	19.6	-	-	-	-	43.9	19.6	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLFIUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	52.0	48.2	-	-	59.0	-	39.7	48.2	-	-	-	-	-
MISCELLANEOUS MFG	104.7	53.1	-	-	-	-	104.7	53.1	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	63.6	65.1	89.4	50.0	55.8	-	85.2	65.1	-	97.4	64.4	89.4	50.0
FORESTRY	121.7	115.8	-	-	-	-	121.7	115.8	-	-	-	-	-
MINING, QUARRYING	-	100.0	-	-	-	-	-	100.0	-	-	-	-	-
TRANSPORTATION	74.9	60.7	89.4	50.0	53.6	-	55.0	50.0	-	97.4	64.4	89.4	50.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	79.5	68.3	-	-	85.6	-	77.4	68.3	-	-	-	-	-
ELECTRIC, GAS, WATER	41.0	-	-	-	41.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	100.0	100.0	-	-	-	-	100.0	100.0	-	-	-	-	-
RETAIL TRADE	100.8	100.8	-	-	-	-	100.8	100.8	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	53.0	-	-	-	53.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	83.8	63.4	-	-	71.8	-	106.2	63.4	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	79.9	62.9	-	-	61.3	-	103.9	62.9	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	27.7	35.3	-	-	28.0	-	27.6	35.3	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	50.7	44.7	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	51.3	-	-	-	51.3	-	50.7	44.7	-	-	-	-	-
LOCAL ADMINISTRATION	54.7	-	-	-	58.7	-	-	-	-	-	-	-	-

TABLE 12
AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS
ALL INDUSTRIES (INCL CONST) ..	64.2	63.6	45.9	-	55.9	-	85.5	63.5	-	73.9
ALL INDUSTRIES (EXCL CONST) ..	63.1	62.9	45.9	-	55.9	-	82.3	62.8	-	73.9
MANUFACTURING	63.5	55.4	45.9	-	58.7	-	65.7	53.7	-	73.9
FOOD, BEVERAGES	88.6	84.3	-	-	44.0	-	112.6	84.3	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-
TEXTILES	59.0	57.0	-	-	-	-	59.0	57.0	-	-
KNITTING MILLS	45.0	-	-	-	-	-	45.0	-	-	-
CLOTHING	36.7	32.2	-	-	-	-	36.7	32.2	-	-
WOOD	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	13.7	25.3	-	-	18.0	-	11.5	25.3	-	-
PAPER	82.3	69.8	73.0	-	87.7	-	64.5	57.5	-	87.0
PRINTING, PUBLISHING	47.1	51.3	-	-	-	-	47.1	51.3	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	30.8	34.8	-	-	-	-	37.7	34.8	-	-
MACHINERY	56.4	53.8	55.0	-	-	-	51.0	49.0	-	-
TRANSPORTATION EQUIP	55.0	49.0	-	-	-	-	55.0	49.0	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-
CHEMICALS	60.0	61.7	-	-	59.0	-	62.9	61.7	-	-
MISCELLANEOUS MFG	104.7	53.1	-	-	-	-	104.7	53.1	-	-
NON-MANUFACTURING (EXCL. CONST)	63.1	64.1	-	-	55.8	-	84.8	64.1	-	-
FORESTRY	121.7	115.8	-	-	-	-	121.7	115.8	-	-
MINING, QUARRYING	-	100.0	-	-	-	-	-	100.0	-	-
TRANSPORTATION	55.0	50.0	-	-	-	-	55.0	50.0	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	79.5	68.3	-	-	85.6	-	77.4	68.3	-	-
ELECTRIC, GAS, WATER	41.0	-	-	-	41.0	-	-	-	-	-
WHOLESALE TRADE	100.0	100.0	-	-	-	-	100.0	100.0	-	-
RETAIL TRADE	105.0	105.0	-	-	-	-	105.0	105.0	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	53.0	-	-	-	53.0	-	-	-	-	-
EDUCATION, RELATED SERVICES	83.8	63.4	-	-	71.6	-	106.2	63.4	-	-
HEALTH, WELFARE SERVICES	79.9	62.9	-	-	61.3	-	103.9	62.9	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	27.7	35.3	-	-	28.0	-	27.6	35.3	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	50.7	44.7	-	-	-	-	50.7	44.7	-	-
PROVINCIAL ADMINISTRATION	51.3	-	-	-	51.3	-	-	-	-	-

ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE		
AVERAGE ANNUAL INCREASE			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
			ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
IN PER CENT								
UNDER	4.9 PER CENT	.....	33	37,204	15	12,118	18	25,086
5.0 -	9.9 PER CENT	.....	220	174,735	17	7,638	203	167,097
10.0 -	14.9 PER CENT	.....	11	5,604	1	205	10	5,399
15.0 -	19.9 PER CENT	.....	1	240	-	-	1	280
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			6.5	3.9	6.8			
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	7	4,587	5	4,068	2	519
10.0 -	14.9 CENTS	.....	5	2,577	4	2,330	1	247
20.0 -	29.9 CENTS	.....	6	2,270	-	-	6	2,270
30.0 -	39.9 CENTS	.....	21	17,433	8	6,260	13	11,173
40.0 -	49.9 CENTS	.....	50	57,656	3	1,047	47	56,609
50.0 -	59.9 CENTS	.....	33	49,185	-	-	33	49,185
60.0 -	69.9 CENTS	.....	46	21,742	-	-	46	21,742
70.0 -	79.9 CENTS	.....	17	17,394	3	971	14	16,423
80.0 -	89.9 CENTS	.....	46	25,414	2	1,410	44	24,004
90.0 -	99.9 CENTS	.....	4	2,291	2	501	2	1,790
100.0 -	109.9 CENTS	.....	21	12,019	6	3,374	15	8,645
110.0 -	119.9 CENTS	.....	7	4,045	-	-	7	4,045
120.0 -	129.9 CENTS	.....	1	930	-	-	1	930
130.0 -	139.9 CENTS	.....	-	-	-	-	-	-
140.0 -	149.9 CENTS	.....	1	280	-	-	1	280
150.0 CENTS AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			59.6	43.3	61.3			
IN PER CENT			CONSTRUCTION					
UNDER	4.9 PER CENT	.....	-	-	-	-	-	-
5.0 -	9.9 PER CENT	.....	1	500	-	-	1	500
10.0 -	14.9 PER CENT	.....	1	650	-	-	-	650
15.0 -	19.9 PER CENT	.....	1	350	-	-	1	350
20.0 -	24.9 PER CENT	.....	-	-	-	-	-	-
25.0 -	29.9 PER CENT	.....	-	-	-	-	-	-
30.0 -	34.9 PER CENT	.....	-	-	-	-	-	-
35.0 -	39.9 PER CENT	.....	-	-	-	-	-	-
40.0 -	44.9 PER CENT	.....	-	-	-	-	-	-
45.0 -	49.9 PER CENT	.....	-	-	-	-	-	-
50.0 PER CENT AND OVER	.....	.....	-	-	-	-	-	-
AVERAGE			11.9	11.9				
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	-	-	-	-	-	-
10.0 -	19.9 CENTS	.....	-	-	-	-	-	-
20.0 -	29.9 CENTS	.....	-	-	-	-	-	-
30.0 -	39.9 CENTS	.....	-	-	-	-	-	-
40.0 -	49.9 CENTS	.....	-	-	-	-	-	-
50.0 -	59.9 CENTS	.....	-	-	-	-	-	-
60.0 -	69.9 CENTS	.....	-	-	-	-	-	-
70.0 -	79.9 CENTS	.....	-	-	-	-	-	-
80.0 -	89.9 CENTS	.....	-	-	-	-	-	-
90.0 -	99.9 CENTS	.....	1	500	-	-	1	500
100.0 -	109.9 CENTS	.....	-	-	-	-	-	-
110.0 -	119.9 CENTS	.....	-	-	-	-	-	-
120.0 -	129.9 CENTS	.....	-	-	-	-	-	-
130.0 -	139.9 CENTS	-	-	-	-	-	-
140.0 -	149.9 CENTS	-	-	-	-	-	-
150.0 CENTS AND OVER	2	1,000	-	-	2	1,000
AVERAGE			156.8	156.8				

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
August 1983



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolynn Beange, (965-6886).

Toronto
August 29, 1983

Highlights

During the second quarter of 1983, a total of 233 collective agreements covering 129,675 employees were negotiated in Ontario for bargaining units of 200 or more employees. The number of settlements was smaller than in the first quarter of this year, when 268 collective agreements covering 219,323 employees were negotiated. As in the first quarter, the health and education sectors accounted for the largest numbers of employees covered by settlements in the second quarter, together representing nearly 60 per cent of all employees.

The average annual base wage increase for settlements in all industries during the second quarter of 1983 was 5.7 per cent, down from 6.5 per cent in the first quarter of 1983. The average annual increase for agreements without a COLA, a better measure of the underlying trend in annual negotiated wage increases, was 6.1 per cent, down from 6.7 per cent in the first quarter. Agreements with a COLA provided an average negotiated base wage increase of 2.5 per cent per year.

	Average Annual Increase			
	Second Quarter 1983		First Quarter 1983	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (excluding construction).....	5.7	57.8	6.5	59.0
Agreements with COLA.....	2.5	26.1	3.9	43.3
Agreements without COLA...	6.1	61.9	6.7	60.6
Manufacturing	4.4	37.6	4.9	44.3
Agreements with COLA.....	2.1	20.4	3.0	31.8
Agreements without COLA ..	6.8	55.1	7.1	59.5
Non-manufacturing (excluding construction)	6.0	63.0	6.7	61.1
Agreements with COLA	6.6	76.2	6.6	81.4
Agreements without COLA ..	6.0	62.8	6.7	60.6
Construction	6.2	75.4	11.9	156.8
Agreements with COLA	-	-	-	-
Agreements without COLA ..	6.2	75.4	11.9	156.8

In the manufacturing sector, where one-fourth of second quarter settlements covering one-fifth of the employees occurred, the average annual increase in negotiated base rates in agreements without COLA was 6.8 per cent. The food and beverage, electrical products and transportation equipment industries had the largest numbers of manufacturing settlements in the quarter. In the non-manufacturing sector the average annual increase in negotiated base rates in agreements without COLA was 6.0 per cent. Agreements revised subject to the provisions of the federal and provincial wage restraint legislation accounted for the majority of settlements in non-manufacturing. After education and health, settlement activity was concentrated in the transportation industry and federal and local administration.

Overall, the incidence of settlements with COLA clauses in the second quarter was 12 per cent of all settlements, the same proportion as in the first quarter. Employee coverage rose slightly to 11 per cent of all employees. In manufacturing, where COLA clauses are most prevalent, 40 per cent of the settlements covering one-half of the employees had a COLA clause.

One-year agreements were most common and provided an average 5.8 per cent increase in base rates. One-third of the agreements were for two year's duration and provided 5.9 per cent annual base wage increases on average. Only 21 agreements were negotiated for a three-year term. They provided 4.1 per cent average annual increases; however, 15 of them contained a COLA. Tables 3, 4 and 5 provide further details on contract duration and incidence of COLA clauses.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements without a COLA the largest base wage increase was provided in the first 12 months, 6.4 per cent on average. The average increase in the second 12-month period was 6.2 per cent, and in the third 12-month period, 5.3 per cent.

As shown in Table 13, settlements providing average annual increases in the 5.0 to 9.9 per cent range were most common. Only about 3 per cent of all employees were covered by new agreements providing average increases greater than 10 per cent per year.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	233	137	75	21	-	-
NUMBER OF EMPLOYEES AFFECTED	129,675	78,085	42,049	9,541	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	5.7	5.8	5.9	4.1	-	-
AGREEMENTS WITH COL CLAUSE	2.5	5.0	2.7	2.3	-	-
AGREEMENTS WITHOUT COL CLAUSE	6.1	5.8	6.5	10.2	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	58.3	60.3	59.9	34.7	-	-
AGREEMENTS WITH COL CLAUSE	26.1	63.2	25.9	24.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	62.3	60.2	66.3	68.5	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	233	129,675	5.7	58.3	29	14,415	2.5	26.1	204	115,260	6.1	62.3
ALL INDUSTRIES (EXCL CONST)...	228	126,625	5.7	57.8	29	14,415	2.5	26.1	199	112,210	6.1	61.9
MANUFACTURING	60	25,577	4.4	37.6	24	12,924	2.1	20.4	36	12,653	6.8	55.1
FOOD, BEVERAGES	10	4,064	8.5	71.8	1	450	10.8	112.5	9	3,614	8.2	66.7
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	5	3,367	0.8	6.7	4	3,046	0.3	3.3	1	321	5.9	39.1
LEATHER	1	234	7.8	62.5	-	-	-	-	1	234	7.8	62.5
TEXTILES	2	724	1.9	9.8	1	504	-	-	1	220	6.4	32.5
KNITTING MILLS	1	300	3.4	20.5	-	-	-	-	1	300	3.4	20.5
CLOTHING	1	260	9.4	49.0	-	-	-	-	1	260	9.4	49.0
WOO	2	404	8.9	74.0	-	-	-	-	2	404	8.9	74.0
FURNITURE, FIXTURES	1	510	6.3	40.0	-	-	-	-	1	510	6.3	40.0
PAPER	1	216	6.9	74.6	-	-	-	-	1	216	6.9	74.6
PRINTING, PUBLISHING	2	1,000	7.5	41.2	-	-	-	-	2	1,000	7.5	41.2
PRIMARY METALS	2	1,000	4.8	51.5	-	-	-	-	-	-	-	-
FABRICATED METALS	5	1,325	4.4	34.2	2	1,000	4.8	51.5	-	-	-	-
MACHINERY	4	2,078	0.5	6.4	3	869	2.8	26.8	2	456	7.5	48.4
TRANSPORTATION EQUIP	7	3,370	2.8	27.6	3	1,825	0.1	1.8	1	253	3.5	40.0
ELECTRICAL PRODUCTS	9	4,336	3.7	32.8	5	2,774	2.3	22.2	2	596	5.3	52.4
NON-METALLIC MINERALS	3	839	7.8	79.3	4	2,165	2.5	23.2	5	2,171	5.0	42.3
PETROLEUM, OIL	2	721	6.0	61.7	-	-	-	-	3	839	7.8	79.3
CHEMICALS	1	538	5.5	55.0	-	-	-	-	2	721	6.0	61.7
MISCELLANEOUS MFG	1	291	6.0	42.5	1	291	-	-	1	538	5.5	55.0
NON-MANUFACTURING (EXCL CONST)	168	101,048	6.0	63.0	5	1,491	6.6	76.2	163	99,557	6.0	62.8
FORESTRY	1	235	10.2	118.0	-	-	-	-	1	235	10.2	118.0
MINING, QUARRYING	3	1,293	5.0	48.6	1	260	5.5	59.5	2	1,033	4.9	45.9
TRANSPORTATION	10	4,611	6.6	70.4	3	801	7.9	88.6	7	3,810	6.4	66.6
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	3	3,398	5.5	39.9	-	-	-	-	3	3,398	5.5	39.9
ELECTRIC, GAS, WATER	4	1,496	5.4	42.0	-	-	-	-	4	1,496	5.4	42.0
WHOLESALE TRADE	1	530	9.9	105.0	-	-	-	-	1	530	9.9	105.0
RETAIL TRADE	3	1,664	11.9	78.0	-	-	-	-	3	1,664	11.9	78.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	90	64,334	6.1	67.8	1	430	5.0	63.2	89	63,904	6.1	67.9
HEALTH, WELFARE SERVICES	30	12,541	5.3	41.8	-	-	-	-	30	12,541	5.3	41.8
RECREATIONAL SERVICES	2	550	6.0	68.1	-	-	-	-	2	550	6.0	68.1
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	1	450	8.7	34.3	-	-	-	-	1	450	8.7	34.3
MISCELLANEOUS SERVICES	1	300	6.1	36.0	-	-	-	-	1	300	6.1	36.0
FEDERAL ADMINISTRATION	9	5,891	5.5	65.2	-	-	-	-	9	5,891	5.5	65.2
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10	3,755	5.7	60.3	-	-	-	-	10	3,755	5.7	60.3

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR		AGTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	1	430	5.0	63.2		13	6,710	2.7	25.9		15	7,275	2.3	24.1	
ALL INDUSTRIES (EXCL CONST).	1	430	5.0	63.2		13	6,710	2.7	25.9		15	7,275	2.3	24.1	
MANUFACTURING	-	-	-	-		12	6,450	2.6	24.6		12	6,474	1.6	16.2	
FOOD, BEVERAGES	-	-	-	-		1	450	10.8	112.5		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		4	3,046	0.3	3.3	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		1	504	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		2	1,000	4.8	51.5	
MACHINERY	-	-	-	-		3	869	2.8	26.8		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		2	1,550	-	-		1	275	1.0	12.0	
ELECTRICAL PRODUCTS	-	-	-	-		2	1,561	2.4	23.1		3	1,213	2.1	21.1	
NON-METALLIC MINERALS	-	-	-	-		2	1,225	3.1	29.5		2	940	1.8	15.0	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	291	6.0	42.5		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	1	430	5.0	63.2		1	260	5.5	59.5		3	801	7.9	88.6	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	260	5.5	59.5		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		3	801	7.9	88.6	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	430	5.0	63.2		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-	

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	136	77,655	5.8	60.2	62	35,339	6.5	66.3	6	2,266	10.2	68.5
ALL INDUSTRIES (EXCL CONST).	136	77,655	5.8	60.2	57	32,289	6.5	65.5	6	2,266	10.2	68.5
MANUFACTURING	7	2,703	6.3	48.8	25	8,934	7.0	55.8	4	1,016	6.8	66.7
FOOD, BEVERAGES	1	202	7.2	63.0	8	3,412	8.3	67.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	1	321	5.9	39.1	-	-	-	-
LEATHER	-	-	-	-	1	234	7.8	62.5	-	-	-	-
TEXTILES	-	-	-	-	1	220	6.4	32.5	-	-	-	-
KNITTING MILLS	-	-	-	-	1	300	3.4	20.5	-	-	-	-
CLOTHING	-	-	-	-	1	260	9.4	49.0	-	-	-	-
WOOD	-	-	-	-	2	404	8.9	74.0	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	510	6.3	40.0	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	1	216	6.9	74.6
PRINTING, PUBLISHING	1	800	7.4	40.0	1	200	8.0	46.4	-	-	-	-
PRIMARY METALS	1	211	5.9	33.3	1	245	9.0	61.5	-	-	-	-
FABRICATED METALS	-	-	-	-	1	253	3.5	40.0	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	596	5.3	52.4
TRANSPORTATION EQUIP	1	334	4.4	30.0	4	1,837	5.0	44.5	2	-	-	-
ELECTRICAL PRODUCTS	1	435	6.0	59.0	1	200	8.5	102.5	-	-	-	-
NON-METALLIC MINERALS	1	721	6.0	61.7	1	-	-	-	1	204	11.1	100.0
PETROLEUM, OIL	2	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	538	5.5	55.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	129	74,952	5.8	60.7	32	23,355	6.3	69.2	2	1,250	12.9	69.9
FORESTRY	-	-	-	-	1	235	10.2	118.0	-	-	-	-
MINING, QUARRYING	1	253	6.2	72.0	1	780	4.5	37.5	-	-	-	-
TRANSPORTATION	4	1,585	5.0	48.5	3	2,225	7.4	79.5	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	3	3,398	5.5	39.9	-	-	-	-
ELECTRIC, GAS, WATER	3	717	5.2	45.1	1	779	5.6	39.3	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	530	9.9	105.0	-	-	-	-
RETAIL TRADE	-	-	-	-	2	864	8.8	67.0	1	800	15.3	90.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	80	55,124	6.0	65.5	9	8,780	6.5	82.5	-	-	-	-
HEALTH, WELFARE SERVICES	28	12,066	5.2	40.2	2	475	6.9	84.4	-	-	-	-
RECREATIONAL SERVICES	2	550	6.0	68.1	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	1	450	8.7	34.3
MISCELLANEOUS SERVICES	-	-	-	-	1	300	6.1	36.0	-	-	-	-
FEDERAL ADMINISTRATION	1	902	6.0	63.8	8	4,989	5.5	65.5	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	10	3,755	5.7	60.3	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	5	3,050	6.2	75.4	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	233	1	136	13	62	15	6
NUMBER OF EMPLOYEES AFFECTED	129,675	430	77,655	6,710	35,339	7,275	2,266
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	5.9	5.0	5.8	2.7	7.2	2.3	11.2
SECOND 12 MONTHS OF AGREEMENT	5.2	-	-	2.6	5.8	2.1	13.0
THIRD 12 MONTHS OF AGREEMENT	3.0	-	-	-	-	2.4	6.3
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	5.7	5.0	5.8	2.7	6.5	2.3	10.2
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	59.8	63.2	60.2	25.4	71.9	23.3	72.1
SECOND 12 MONTHS OF AGREEMENT	51.9	-	-	26.5	60.8	22.3	84.9
THIRD 12 MONTHS OF AGREEMENT	29.9	-	-	-	-	26.9	50.3
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	58.3	63.2	60.2	25.9	66.3	24.1	68.5

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	5.9	5.2	3.0	-	5.8	-	6.5	5.3	-	4.4	4.7	3.0
ALL INDUSTRIES (EXCL CONST) ..	5.9	5.2	3.0	-	5.8	-	6.4	5.3	-	4.4	4.7	3.0
MANUFACTURING	4.8	3.9	1.8	-	6.3	-	5.5	4.8	-	2.9	2.2	1.8
FOOD, BEVERAGES	9.0	8.0	-	-	7.2	-	9.1	8.0	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	1.1	0.6	0.1	-	-	-	6.2	5.1	-	0.5	0.1	0.1
LEATHER	8.4	7.2	-	-	-	-	8.4	7.2	-	-	-	-
TEXTILES	2.1	1.7	-	-	-	-	2.1	1.7	-	-	-	-
KNITTING MILLS	6.9	-	-	-	-	-	6.9	-	-	-	-	-
CLOTHING	10.9	8.0	-	-	-	-	10.9	8.0	-	-	-	-
WOOD	8.5	9.3	-	-	-	-	8.5	9.3	-	-	-	-
FURNITURE, FIXTURES	4.0	8.6	-	-	-	-	4.0	8.6	-	-	-	-
PAPER	9.0	7.0	4.9	-	-	-	-	-	-	9.0	7.0	4.9
PRINTING, PUBLISHING	7.7	7.0	-	-	7.4	-	9.0	7.0	-	-	-	-
PRIMARY METALS	5.2	4.7	4.7	-	-	-	-	-	-	5.2	4.7	4.7
FABRICATED METALS	5.5	2.9	-	-	5.9	-	5.5	2.9	-	-	-	-
MACHINERY	0.8	0.1	2.0	-	-	-	1.0	-	-	-	1.0	2.0
TRANSPORTATION EQUIP	3.0	3.1	2.2	-	-	-	1.3	3.5	-	4.5	2.7	2.2
ELECTRICAL PRODUCTS	4.1	3.6	0.8	-	4.4	-	4.6	3.9	-	2.2	2.5	0.8
NON-METALLIC MINERALS	5.3	9.5	9.9	-	6.0	-	9.0	7.9	-	12.4	11.0	9.9
PETROLEUM, OIL	6.0	-	-	-	6.0	-	-	-	-	-	-	-
CHEMICALS	5.9	5.0	-	-	-	-	5.9	5.0	-	-	-	-
MISCELLANEOUS MFG	6.9	5.0	-	-	-	-	6.9	5.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	6.2	6.3	8.7	-	5.8	-	7.1	5.6	-	10.1	13.8	10.5
FORESTRY	11.1	9.3	-	-	-	-	11.1	9.3	-	-	-	-
MINING, QUARRYING	6.1	3.4	-	-	6.2	-	6.1	3.4	-	-	-	-
TRANSPORTATION	5.4	8.4	9.1	-	5.0	-	5.7	9.2	-	5.5	6.3	12.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-
ELECTRIC, GAS, WATER	5.0	6.4	-	-	5.2	-	4.8	6.4	-	-	-	-
WHOLESALE TRADE	10.4	9.4	-	-	-	-	10.4	9.4	-	-	-	-
RETAIL TRADE	12.1	15.8	-	-	-	-	9.3	8.4	-	15.2	23.9	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	6.3	5.0	-	-	6.0	-	8.1	5.0	-	-	-	-
HEALTH, WELFARE SERVICES	5.4	5.0	-	-	5.2	-	8.9	5.0	-	-	-	-
RECREATIONAL SERVICES	6.0	-	-	-	6.0	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	9.1	9.1	7.9	-	-	-	-	-	-	9.1	9.1	7.9
MISCELLANEOUS SERVICES	6.3	5.9	-	-	-	-	6.3	5.9	-	-	-	-
FEDERAL ADMINISTRATION	6.0	4.9	-	-	6.0	-	6.0	4.9	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.7	-	-	-	5.7	-	-	-	-	-	-	-
CONSTRUCTION	7.3	5.1	-	-	-	-	7.3	5.1	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	6.4	6.2	5.3	5.3	-	5.8	-	-	7.2	5.8	-	-	11.2	13.0	6.3	-
ALL INDUSTRIES (EXCL CONST)...	6.3	6.3	5.3	5.3	-	5.8	-	-	7.2	5.8	-	-	11.2	13.0	6.3	-
MANUFACTURING	7.4	6.4	5.6	5.6	-	6.3	-	-	7.5	6.4	-	-	8.9	6.0	5.6	-
FOOD, BEVERAGES	8.9	7.6	-	-	-	7.2	-	-	9.0	7.6	-	-	-	-	-	-
TORACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	6.2	5.1	-	-	-	-	-	-	6.2	5.1	-	-	-	-	-	-
LEATHER	8.4	7.2	-	-	-	-	-	-	8.4	7.2	-	-	-	-	-	-
TEXTILES	7.1	5.7	-	-	-	-	-	-	7.1	5.7	-	-	-	-	-	-
KNITTING MILLS	6.9	-	-	-	-	-	-	-	6.9	-	-	-	-	-	-	-
CLOTHING	10.9	8.0	-	-	-	-	-	-	10.9	8.0	-	-	-	-	-	-
WOOD	8.5	9.3	-	-	-	-	-	-	8.5	9.3	-	-	-	-	-	-
FURNITURE, FIXTURES	4.0	8.6	-	-	-	-	-	-	4.0	8.6	-	-	-	-	-	-
PAPER	9.0	7.0	4.9	-	-	-	-	-	-	-	-	-	9.0	7.0	4.9	-
PRINTING, PUBLISHING	7.7	7.0	-	-	-	7.4	-	-	9.0	7.0	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	9.9	4.7	-	-	-	5.9	-	-	13.5	4.7	-	-	-	-	-	-
MACHINERY	7.2	-	-	-	-	-	-	-	7.2	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	7.7	4.0	4.3	-	-	-	-	-	-	-	-	-	7.7	4.0	4.3	-
ELECTRICAL PRODUCTS	4.6	5.4	-	-	-	4.4	-	-	4.7	5.4	-	-	-	-	-	-
NON-METALLIC MINERALS	8.3	9.5	9.9	-	-	6.0	-	-	9.0	7.9	-	-	12.4	11.0	9.9	-
PETROLEUM, OIL	6.0	-	-	-	-	6.0	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.9	5.0	-	-	-	-	-	-	5.9	5.0	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	6.2	6.3	5.0	5.0	-	5.8	-	-	7.1	5.6	-	-	13.0	18.6	7.9	-
FORESTRY	11.1	9.3	-	-	-	-	-	-	11.1	9.3	-	-	-	-	-	-
MINING, QUARRYING	6.1	2.9	-	-	-	6.2	-	-	6.1	2.9	-	-	-	-	-	-
TRANSPORTATION	5.4	9.2	-	-	-	5.0	-	-	5.7	9.2	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.0	5.0	-	-	-	-	-	-	6.0	5.0	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.0	6.4	-	-	-	5.2	-	-	4.8	6.4	-	-	-	-	-	-
WHOLESALE TRADE	10.4	9.4	-	-	-	-	-	-	10.4	9.4	-	-	-	-	-	-
RETAIL TRADE	12.1	15.8	-	-	-	-	-	-	9.3	8.4	-	-	15.2	23.9	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	6.3	5.0	-	-	-	6.0	-	-	8.1	5.0	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	5.4	5.0	-	-	-	5.2	-	-	8.9	5.0	-	-	-	-	-	-
RECREATIONAL SERVICES	6.0	-	-	-	-	6.0	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	9.1	9.1	7.9	-	-	-	-	-	-	-	-	-	9.1	9.1	7.9	-
MISCELLANEOUS SERVICES	6.3	5.9	-	-	-	-	-	-	6.3	5.9	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6.0	4.9	-	-	-	6.0	-	-	6.0	4.9	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.7	-	-	-	-	5.7	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	7.3	5.1	-	-	-	-	-	-	7.3	5.1	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS
ALL INDUSTRIES (INCL CONST) ..	59.8	51.9	29.9	-	60.3	-	64.5	55.3	34.9	37.2
ALL INDUSTRIES (EXCL CONST) ..	59.1	51.2	29.9	-	60.3	-	62.8	54.6	34.9	37.2
MANUFACTURING	39.5	35.4	19.0	-	48.8	-	43.6	41.7	27.7	22.3
FOOD, BEVERAGES	72.5	71.5	-	-	63.0	-	73.0	71.5	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	9.2	5.2	2.0	-	-	-	40.0	35.0	6.0	2.1
LEATHER	65.0	60.0	-	-	-	-	65.0	60.0	-	-
TEXTILES	10.6	9.1	-	-	-	-	10.6	9.1	-	-
KNITTING MILLS	41.0	-	-	-	-	-	41.0	-	-	-
CLOTHING	54.0	44.0	-	-	-	-	54.0	44.0	-	-
WOOD	67.8	80.2	-	-	-	-	67.8	80.2	-	-
FURNITURE, FIXTURES	25.0	55.0	-	-	-	-	25.0	55.0	-	-
PAPER	90.0	76.0	58.0	-	-	-	-	-	90.0	76.0
PRINTING, PUBLISHING	42.0	42.6	-	-	40.0	-	50.2	42.6	-	-
PRIMARY METALS	52.5	50.0	52.0	-	-	-	-	-	52.5	50.0
FABRICATED METALS	41.3	26.0	-	-	33.3	-	42.8	26.0	-	-
MACHINERY	9.7	1.5	24.0	-	-	-	11.2	-	-	12.0
TRANSPORTATION EQUIP	28.6	31.6	22.1	-	-	-	10.5	35.7	44.2	28.0
ELECTRICAL PRODUCTS	35.2	32.6	5.3	-	30.0	-	41.0	36.1	18.4	21.3
NON-METALLIC MINERALS	79.9	100.0	100.0	-	59.0	-	105.0	100.0	100.0	100.0
PETROLEUM, OIL	61.7	-	-	-	61.7	-	-	-	-	-
CHEMICALS	54.0	52.0	-	-	-	-	58.0	52.0	-	-
MISCELLANEOUS MFG	44.0	37.0	-	-	-	-	48.0	37.0	-	-
NON-MANUFACTURING (EXCL CONST)	64.1	65.2	83.8	-	60.7	-	75.3	62.9	60.9	91.4
FORESTRY	122.0	114.0	-	-	-	-	122.0	114.0	-	-
MINING, QUARRYING	56.9	32.7	-	-	72.0	-	53.2	32.7	-	-
TRANSPORTATION	54.7	93.3	105.0	-	48.5	-	58.2	102.0	57.5	69.1
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	42.4	37.4	-	-	-	-	42.4	37.4	-	-
ELECTRIC, GAS, WATER	38.7	45.7	-	-	45.1	-	32.9	45.7	-	-
WHOLESALE TRADE	105.0	105.0	-	-	-	-	105.0	105.0	-	-
RETAIL TRADE	73.4	104.3	-	-	-	-	67.3	66.6	80.0	145.0
FINANCE	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	70.2	65.6	-	-	65.5	-	99.4	65.6	-	-
HEALTH, WELFARE SERVICES ..	42.6	63.8	-	-	40.2	-	105.1	63.8	-	-
RECREATIONAL SERVICES	68.1	-	-	-	68.1	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	33.0	36.0	34.0	-	-	-	-	-	33.0	36.0
MISCELLANEOUS SERVICES	36.0	36.0	-	-	-	-	36.0	36.0	-	-
FEDERAL ADMINISTRATION	68.8	61.3	-	-	63.8	-	69.7	61.3	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	60.3	-	-	-	60.3	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST) ..	64.1	62.2	42.7	-	60.2	-	71.9	60.8	-	72.1	84.9	50.3
ALL INDUSTRIES (EXCL CONST) ..	63.4	62.0	42.7	-	60.2	-	70.5	60.4	-	72.1	84.9	50.3
MANUFACTURING	57.9	54.2	57.5	-	48.8	-	57.8	53.6	-	83.2	59.3	57.5
FOOD, BEVERAGES	69.1	64.4	-	-	63.0	-	69.5	64.4	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	40.0	35.0	-	-	-	-	40.0	35.0	-	-	-	-
LEATHER	65.0	60.0	-	-	-	-	65.0	60.0	-	-	-	-
TEXTILES	35.0	30.0	-	-	-	-	35.0	30.0	-	-	-	-
KNITTING MILLS	41.0	-	-	-	-	-	41.0	-	-	-	-	-
CLOTHING	54.0	44.0	-	-	-	-	54.0	44.0	-	-	-	-
WOOD	67.8	80.2	-	-	-	-	67.8	80.2	-	-	-	-
FURNITURE, FIXTURES	25.0	55.0	-	-	-	-	25.0	55.0	-	-	-	-
PAPER	90.0	76.0	58.0	-	-	-	-	-	-	90.0	76.0	58.0
PRINTING, PUBLISHING	42.0	42.6	-	-	40.0	-	50.2	42.6	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	62.6	35.0	-	-	33.3	-	88.0	35.0	-	-	-	-
MACHINERY	80.0	-	-	-	-	-	80.0	-	-	-	-	-
TRANSPORTATION EQUIP	75.1	39.3	42.8	-	-	-	-	-	-	75.1	39.3	42.8
ELECTRICAL PRODUCTS	38.2	49.4	-	-	30.0	-	39.7	49.4	-	-	-	-
NON-METALLIC MINERALS	79.9	100.0	100.0	-	59.0	-	105.0	100.0	-	100.0	100.0	100.0
PETROLEUM, OIL	61.7	-	-	-	61.7	-	-	-	-	-	-	-
CHEMICALS	54.0	52.0	-	-	-	-	58.0	52.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	64.2	65.2	21.5	-	60.7	-	75.4	63.0	-	63.0	105.7	34.0
FORESTRY	122.0	114.0	-	-	-	-	122.0	114.0	-	-	-	-
MINING, QUARRYING	55.3	25.0	-	-	72.0	-	50.0	25.0	-	-	-	-
TRANSPORTATION	54.2	102.0	-	-	48.5	-	58.2	102.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	42.4	37.4	-	-	-	-	42.4	37.4	-	-	-	-
ELECTRIC, GAS, WATER	38.7	45.7	-	-	45.1	-	32.9	45.7	-	-	-	-
WHOLESALE TRADE	105.0	105.0	-	-	59.0	-	105.0	105.0	-	-	-	-
RETAIL TRADE	73.4	104.3	-	-	-	-	67.3	66.6	-	80.0	145.0	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	70.2	65.6	-	-	65.5	-	99.4	65.6	-	-	-	-
HEALTH, WELFARE SERVICES ..	42.6	63.8	-	-	40.2	-	105.1	63.8	-	-	-	-
RECREATIONAL SERVICES	68.1	-	-	-	68.1	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	33.0	36.0	34.0	-	-	-	-	-	-	33.0	36.0	34.0
MISCELLANEOUS SERVICES	36.0	36.0	-	-	-	-	36.0	36.0	-	-	-	-
FEDERAL ADMINISTRATION	68.8	61.3	-	-	63.8	-	69.7	61.3	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	60.3	-	-	-	60.3	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASE			ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
			AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
			ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
IN PER CENT			34	16,705	20	11,535	14	5,170
UNDER	4.9 PER CENT	.....	184	106,475	8	2,430	176	104,645
5.0	- 9.9 PER CENT	.....	9	2,645	1	450	8	2,195
10.0	- 14.9 PER CENT	.....					1	800
15.0	- 19.9 PER CENT	.....					
20.0	- 24.9 PER CENT	.....					
25.0	- 29.9 PER CENT	.....					
30.0	- 34.9 PER CENT	.....					
35.0	- 39.9 PER CENT	.....					
40.0	- 44.9 PER CENT	.....					
45.0	- 49.9 PER CENT	.....					
50.0	PER CENT AND OVER	.....					
AVERAGE			5.7		2.5		6.1	
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....	7	5,090	7	5,090		
10.0	- 19.9 CENTS	.....	5	3,228	5	3,228		
20.0	- 29.9 CENTS	.....	4	1,234	3	934	1	300
30.0	- 39.9 CENTS	.....	31	15,410	2	1,014	29	14,396
40.0	- 49.9 CENTS	.....	49	18,551	3	880	46	17,671
50.0	- 59.9 CENTS	.....	32	18,739	4	1,588	28	17,151
60.0	- 69.9 CENTS	.....	52	32,426	1	430	51	31,996
70.0	- 79.9 CENTS	.....	17	13,338			17	13,338
80.0	- 89.9 CENTS	.....	9	5,834	2	490	7	5,344
90.0	- 99.9 CENTS	.....	8	5,588	1	311	7	5,277
100.0	- 109.9 CENTS	.....	10	5,849			10	5,849
110.0	- 119.9 CENTS	.....	2	685	1	450	1	235
120.0	- 129.9 CENTS	.....	2	653			2	653
130.0	- 139.9 CENTS	.....					
140.0	- 149.9 CENTS	.....					
150.0	CENTS AND OVER	.....					
AVERAGE			58.3		26.1		62.3	
CONSTRUCTION								
UNDER	4.9 PER CENT	.....	1	325			1	325
5.0	- 9.9 PER CENT	.....	4	2,725			4	2,725
10.0	- 14.9 PER CENT	.....					
15.0	- 19.9 PER CENT	.....					
20.0	- 24.9 PER CENT	.....					
25.0	- 29.9 PER CENT	.....					
30.0	- 34.9 PER CENT	.....					
35.0	- 39.9 PER CENT	.....					
40.0	- 44.9 PER CENT	.....					
45.0	- 49.9 PER CENT	.....					
50.0	PER CENT AND OVER	.....					
AVERAGE			6.2				6.2	
IN CENTS PER HOUR								
UNDER	9.9 CENTS	.....					
10.0	- 19.9 CENTS	.....					
20.0	- 29.9 CENTS	.....					
30.0	- 39.9 CENTS	.....					
40.0	- 49.9 CENTS	.....					
50.0	- 59.9 CENTS	.....	1	325			1	325
60.0	- 69.9 CENTS	.....	2	1,325			2	1,325
70.0	- 79.9 CENTS	.....					
80.0	- 89.9 CENTS	.....	1	500			1	500
90.0	- 99.9 CENTS	.....					
100.0	- 109.9 CENTS	.....	1	900			1	900
110.0	- 119.9 CENTS	.....					
120.0	- 129.9 CENTS	.....					
130.0	- 139.9 CENTS	.....					
140.0	- 149.9 CENTS	.....					
150.0	CENTS AND OVER	.....					
AVERAGE			75.4				75.4	



Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
November 1983

Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour. For further information on any of the tables, please call Carolyn Beange, (965-6886).

Toronto
November 18, 1983

Highlights

During the third quarter of 1983, 129 collective agreements covering 81,979 employees were negotiated in Ontario for bargaining units of 200 or more employees. These figures compare with 268 settlements in the first quarter covering 219,323 employees and 233 settlements in the second quarter covering 129,675 employees.

The average annual base wage increase for settlements in all industries excluding construction during the third quarter of 1983 was 5.4 per cent, down from 5.7 per cent in the second quarter of 1983. The average annual base wage increase for all agreements without a COLA clause, excluding construction, was also 5.4 per cent, down from 6.1 per cent in the second quarter. For all settlements with a COLA clause the average negotiated increase was 5.7 per cent per year.

	Average Annual Increase			
	Third Quarter 1983		Second Quarter 1983	
	Cents		Cents	
	Per cent	per hour	Per cent	per hour
All Industries (excluding construction).....	5.4	53.4	5.7	57.8
Agreements with COLA	5.7	55.0	2.5	26.1
Agreements without COLA ..	5.4	52.8	6.1	61.9
Manufacturing	5.7	53.3	4.4	37.6
Agreements with COLA	5.8	56.2	2.1	20.4
Agreements without COLA ...	5.5	44.4	6.8	55.1
Non-manufacturing (excluding construction)	5.3	53.5	6.0	63.0
Agreements with COLA	1.8	17.5	6.6	76.2
Agreements without COLA ...	5.3	53.9	6.0	62.8
Construction	4.8	60.9	6.2	75.4
Agreements with COLA	-	-	-	-
Agreements without COLA ...	4.8	60.9	6.2	75.4

In the manufacturing sector there were 36 settlements covering 27,689 employees. Bargaining activity was concentrated in the transportation equipment sector, which was dominated by settlements at Chrysler Canada covering 9,450 hourly rated and office employees. Nearly one-half of the manufacturing agreements, covering 75 per cent of the 27,689 employees, contained a COLA clause. The average negotiated increase in the agreements with a COLA clause was 5.8 per cent, up from 2.1 per cent in the second quarter. The average negotiated increase in manufacturing agreements without a COLA clause fell from 6.8 per cent in the second quarter of 1983 to 5.5 per cent in the third quarter.

In the non-manufacturing sector there were few settlements outside education and health. These two industries together accounted for 38,630 of the 53,130 employees affected by all settlements in non-manufacturing. The average annual negotiated increase in all non-manufacturing

sector settlements was 5.3 per cent, down from 6.0 per cent in the second quarter.

Tables 3, 4 and 5 show the breakdown of the average annual base wage increase by duration of contract and whether there are COLA provisions. Of the 19 agreements with a COLA clause, only one is for a one-year term. The rest are 2 and 3 year agreements. Of the 110 agreements without a COLA clause, 75 have a one-year term and an average base wage increase of 5.1 per cent.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements without a COLA clause the average negotiated increase within the first 12 months of the agreements was 5.4 per cent; within the second 12 months, 5.6 per cent; and within the third 12 months, 5.2 per cent. The corresponding increases in all agreements with a COLA clause were 5.5 per cent in the first 12 months, 2.4 per cent in the second 12 months, and 7.1 per cent in the third 12 month period.

Table 13 shows the range of negotiated increases both in percentage terms and in cents-per-hour. For settlements in all industries excluding construction and without a COLA clause, the average increases were most frequently in the 5.0 to 9.9 per cent, or 60 to 69.9 cents, interval. Excluding the construction sector, for all settlements that contain a COLA clause the most common negotiated increases were between 0 and 4.9 per cent. Again the influence of the Chrysler settlements in the third quarter of 1983 is evident in the cluster of employees in the 10.0 to 14.9 per cent, or 100 to 109.9 cent range.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1983
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	129	76	38	15	-	-
NUMBER OF EMPLOYEES AFFECTED	81,979	48,087	26,498	7,394	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	5.4	5.1	6.7	3.3	-	-
AGREEMENTS WITH COL CLAUSE	5.7	-	6.9	2.3	-	-
AGREEMENTS WITHOUT COL CLAUSE	5.3	5.1	6.3	5.7	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	53.5	52.7	62.3	27.6	-	-
AGREEMENTS WITH COL CLAUSE	55.0	-	68.1	18.4	-	-
AGREEMENTS WITHOUT COL CLAUSE	53.0	53.1	53.3	48.6	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1983
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	129	81,979	5.4	53.5	19	21,533	5.7	55.0	110	60,446	5.3	53.0
ALL INDUSTRIES (EXCL CONST)...	125	80,819	5.4	53.4	19	21,533	5.7	55.0	106	59,286	5.4	52.8
MANUFACTURING	36	27,689	5.7	53.3	17	20,877	5.8	56.2	19	6,812	5.5	44.4
FOOD, BEVERAGES	4	1,625	8.3	87.1	1	300	11.7	125.0	3	1,325	7.5	78.5
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	2	671	-3.3	-30.8	2	671	-3.3	-30.8	-	-	-	-
LEATHER	1	240	6.2	37.5	-	-	-	-	1	240	6.2	37.5
TEXTILES	1	220	5.8	30.0	-	-	-	-	1	220	5.8	30.0
KNITTING MILLS	1	435	6.4	34.0	-	-	-	-	1	435	6.4	34.0
CLOTHING	4	2,561	3.7	18.3	1	1,400	3.4	16.0	3	1,161	4.1	21.1
WOOD	2	420	6.7	56.6	-	-	-	-	2	420	6.7	56.6
FURNITURE, FIXTURES	1	200	4.0	29.0	-	-	-	-	1	200	4.0	29.0
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	5	2,033	3.4	30.8	3	1,083	3.5	33.5	2	950	3.1	27.8
MACHINERY	1	4,700	-	-	1	4,700	-	-	-	-	-	-
TRANSPORTATION EQUIP	9	12,605	9.0	88.1	6	11,243	9.5	93.2	3	1,362	5.5	45.8
ELECTRICAL PRODUCTS	3	1,514	3.5	31.8	2	1,215	2.9	28.8	1	299	5.8	44.0
NON-METALLIC MINERALS	1	200	6.3	60.0	-	-	-	-	1	200	6.3	60.0
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	265	5.6	53.5	1	265	5.6	53.5	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	89	53,130	5.3	53.5	2	656	1.8	17.5	87	52,474	5.3	53.9
FORESTRY	2	495	10.2	118.0	-	-	-	-	2	495	10.2	118.0
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	2	1,267	4.9	73.9	-	-	-	-	2	1,267	4.9	73.9
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	234	6.3	41.0	-	-	-	-	1	234	6.3	41.0
ELECTRIC, GAS, WATER	1	245	5.0	53.0	-	-	-	-	1	245	5.0	53.0
WHOLESALE TRADE	1	270	4.5	42.5	1	270	4.5	42.5	-	-	-	-
RETAIL TRADE	3	6,475	6.3	43.1	-	-	-	-	3	6,475	6.3	43.1
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	41	27,665	5.2	61.2	-	-	-	-	41	27,665	5.2	61.2
HEALTH, WELFARE SERVICES	27	10,965	5.0	41.2	-	-	-	-	27	10,965	5.0	41.2
RECREATIONAL SERVICES	1	283	4.7	22.1	-	-	-	-	1	283	4.7	22.1
MANAGEMENT SERVICES	1	409	5.3	48.5	-	-	-	-	1	409	5.3	48.5
PERSONAL SERVICES	2	796	2.5	12.8	1	386	-	-	1	410	5.0	25.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	3	1,330	5.5	49.2	-	-	-	-	3	1,330	5.5	49.2
PROVINCIAL ADMINISTRATION	1	1,700	5.0	37.0	-	-	-	-	1	1,700	5.0	37.0

ONE-YEAR AGREEMENTS TWO-YEAR AGREEMENTS THREE-YEAR AGREEMENTS

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	76	48,087	5.1	52.7	38	26,498	6.7	62.3	15	7,394	3.3	27.6
ALL INDUSTRIES (EXCL CONST).	76	48,087	5.1	52.7	34	25,338	6.7	62.3	15	7,394	3.3	27.6
MANUFACTURING	2	420	4.9	29.5	20	20,365	6.6	63.0	14	6,904	3.2	26.0
FOOD, BEVERAGES	-	-	-	-	4	1,625	8.3	87.1	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	2	671	-3.3	-30.8
LEATHER	-	-	-	-	1	240	6.2	37.5	-	-	-	-
TEXTILES	1	220	5.8	30.0	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	435	6.4	34.0	-	-	-	-
CLOTHING	-	-	-	-	2	911	4.0	19.8	-	-	-	-
WOOD	-	-	-	-	2	420	6.7	56.6	2	1,650	3.6	17.5
FURNITURE, FIXTURES	1	200	4.0	29.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	3	1,033	1.9	16.8	2	1,000	4.9	45.3
TRANSPORTATION EQUIP	-	-	-	-	1	4,700	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	3	9,662	10.6	103.8	6	2,943	4.1	36.7
NON-METALLIC MINERALS	-	-	-	-	2	1,139	4.4	38.9	1	375	0.9	10.3
PETROLEUM, OIL	-	-	-	-	1	200	6.3	60.0	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	1	265	5.6	53.5
NON-MANUFACTURING (EXCL CONST)	74	47,667	5.1	52.9	14	4,973	7.4	59.4	1	490	4.8	50.0
FORESTRY	-	-	-	-	2	495	10.2	118.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	777	5.0	89.0	-	-	-	-	1	490	4.8	50.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	234	6.3	41.0	-	-	-	-
ELECTRIC, GAS, WATER	1	245	5.0	53.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	270	4.5	42.5	-	-	-	-
RETAIL TRADE	1	5,343	4.9	34.0	2	1,132	12.5	86.4	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	41	27,665	5.2	61.2	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	26	10,755	5.0	41.2	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	1	210	5.0	42.2	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	283	4.7	22.1	-	-	-	-
PERSONAL SERVICES	1	386	-	-	1	409	5.3	48.5	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	1	410	5.0	25.0	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	1,700	5.0	37.0	3	1,330	5.5	49.2	-	-	-	-
LOCAL ADMINISTRATION	2	796	4.9	71.6	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	1	200	5.5	38.5	-	-	-	-
CONSTRUCTION	-	-	-	-	4	1,160	4.8	60.9	-	-	-	-

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	1	386	-	-	8	15,993	6.9	68.1	10	5,154	2.3	18.4
ALL INDUSTRIES (EXCL CONST).	1	386	-	-	8	15,993	6.9	68.1	10	5,154	2.3	18.4
MANUFACTURING	-	-	-	-	7	15,723	7.0	68.6	10	5,154	2.3	18.4
FOOD, BEVERAGES	-	-	-	-	1	300	11.7	125.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	2	671	-3.3	-30.8
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	1	1,400	3.4	16.0
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	2	433	2.9	26.4	1	650	4.0	38.3
TRANSPORTATION EQUIP	-	-	-	-	1	4,700	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	2	9,450	10.7	105.6	4	1,793	2.8	28.1
NON-METALLIC MINERALS	-	-	-	-	1	840	3.8	37.1	1	375	0.9	10.3
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	1	265	5.6	53.5
NON-MANUFACTURING (EXCL CONST)	1	386	-	-	1	270	4.5	42.5	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	270	4.5	42.5	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	1	386	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	75	47,701	5.1	53.1	30	10,505	6.3	53.3	5	2,240	5.7	48.6
ALL INDUSTRIES (EXCL CONST).	75	47,701	5.1	53.1	26	9,345	6.5	52.4	5	2,240	5.7	48.6
MANUFACTURING	2	420	4.9	29.5	13	4,642	5.4	44.3	4	1,750	6.0	48.2
FOOD, BEVERAGES	-	-	-	-	3	1,325	7.5	78.5	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	240	6.2	37.5	-	-	-	-
TEXTILES	1	220	5.8	30.0	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	1	435	6.4	34.0	-	-	-	-
CLOTHING	-	-	-	-	2	911	4.0	19.8	1	250	4.5	26.0
WOOD	-	-	-	-	2	420	6.7	56.6	-	-	-	-
FURNITURE, FIXTURES	1	200	4.0	29.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	1	600	1.1	10.0	1	350	6.6	58.3
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	212	2.4	23.0	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	1	299	5.8	44.0	2	1,150	6.1	50.0
NON-METALLIC MINERALS	-	-	-	-	1	200	6.3	60.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	73	47,281	5.1	53.3	13	4,703	7.6	60.4	1	490	4.8	50.0
FORESTRY	-	-	-	-	2	495	10.2	118.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	777	5.0	89.0	-	-	-	-	1	490	4.8	50.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	234	6.3	41.0	-	-	-	-
ELECTRIC, GAS, WATER	1	245	5.0	53.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	1	5,343	4.9	34.0	2	1,132	12.5	86.4	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE ...	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	41	27,665	5.2	61.2	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES .	26	10,755	5.0	41.2	1	210	5.0	42.2	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	1	283	4.7	22.1	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	409	5.3	48.5	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	410	5.0	25.0	-	-	-	-
MISCELLANEOUS SERVICES ...	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION ...	-	-	-	-	3	1,330	5.5	49.2	-	-	-	-
PROVINCIAL ADMINISTRATION	1	1,700	5.0	37.0	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2	796	4.9	71.6	1	200	5.5	38.5	-	-	-	-
CONSTRUCTION	-	-	-	-	4	1,160	4.8	60.9	-	-	-	-

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1973
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	129	1	75	8	30	10	5
NUMBER OF EMPLOYEES AFFECTED	81,979	386	47,701	15,993	10,505	5,154	2,240
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	5.4	-	5.1	7.0	6.6	1.2	6.5
SECOND 12 MONTHS OF AGREEMENT ...	3.6	-	-	2.1	5.9	3.2	4.9
THIRD 12 MONTHS OF AGREEMENT	6.9	-	-	9.6	-	2.7	5.2
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	5.4	-	5.1	6.9	6.3	2.3	5.7
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	52.0	-	53.1	65.0	52.1	6.3	48.9
SECOND 12 MONTHS OF AGREEMENT ...	33.2	-	-	22.0	53.7	26.1	42.9
THIRD 12 MONTHS OF AGREEMENT	70.3	-	-	101.0	-	22.8	50.1
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	53.5	-	53.1	68.1	53.3	18.4	48.6

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	5.4	3.6	6.9	-	5.1	-	6.8	9.6	2.8	3.8	3.4	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	5.5	3.5	6.9	-	5.1	-	7.0	9.6	2.8	3.8	3.4	-	-	-	-	-
MANUFACTURING	5.8	2.9	6.9	-	4.9	-	6.8	2.7	2.8	3.7	3.2	-	-	-	-	-
FOOD, BEVERAGES	11.3	5.5	-	-	-	-	11.3	5.5	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-12.5	1.9	1.7	-	-	-	-	-	-12.5	1.9	1.7	-	-	-	-	-
LEATHER	6.8	5.6	-	-	-	-	6.8	5.6	-	-	-	-	-	-	-	-
TEXTILES	5.8	-	-	-	5.8	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	7.0	5.8	-	-	-	-	7.0	5.8	-	-	-	-	-	-	-	-
CLOTHING	3.8	4.1	2.6	-	-	-	3.1	4.9	-	4.2	3.6	2.6	-	-	-	-
WOOD	7.6	5.9	-	-	-	-	7.6	5.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	4.0	-	-	-	4.0	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2.8	4.1	4.5	-	-	-	-	-	-	5.8	4.3	4.5	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	9.2	3.0	8.1	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	4.6	2.2	1.9	-	-	-	10.6	2.7	9.6	4.6	4.0	3.4	-	-	-	-
NON-METALLIC MINERALS	6.5	6.1	-	-	-	-	6.1	2.6	-	-	0.9	1.9	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	6.5	6.1	-	-	-	-	-	-	-	-
CHEMICALS	6.0	5.8	5.2	-	-	-	-	-	-	6.0	5.8	5.2	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	5.3	6.2	7.0	-	5.1	-	7.7	6.8	-	2.5	4.9	7.0	-	-	-	-
FORESTRY	11.1	9.3	-	-	-	-	11.1	9.3	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	4.0	4.9	7.0	-	5.0	-	-	-	-	2.5	4.9	7.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	5.0	5.9	-	-	-	-	5.0	5.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	3.8	5.3	-	-	-	-	3.8	5.3	-	-	-	-	-	-	-	-
RETAIL TRADE	6.4	11.4	-	-	4.9	-	13.1	11.4	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.2	-	-	-	5.2	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	5.0	5.0	-	-	5.0	-	5.0	5.0	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	5.3	2.0	-	-	-	-	5.3	2.0	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.6	4.9	-	-	-	-	5.6	4.9	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2.5	2.6	-	-	-	-	4.9	5.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.2	5.0	-	-	4.9	-	6.0	5.0	-	-	-	-	-	-	-	-
CONSTRUCTION	2.7	7.1	-	-	-	-	2.7	7.1	-	-	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1943
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	FIRST 12 MOS	SECOND 12 MOS	THIRD 12 MOS	FOURTH 12 MOS
ALL INDUSTRIES (INCL CONST)...	5.5	2.4	7.1	-	-	-	7.0	2.1	9.6	1.2	3.2	2.7
ALL INDUSTRIES (EXCL CONST)...	5.5	2.4	7.1	-	-	-	7.0	2.1	9.6	1.2	3.2	2.7
MANUFACTURING	5.6	2.4	7.1	-	-	-	7.0	2.1	9.6	1.2	3.2	2.7
FOOD, BEVERAGES	12.4	11.0	-	-	-	-	12.4	11.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-12.5	1.9	1.7	-	-	-	-	-	-12.5	1.9	1.7	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2.9	4.3	3.1	-	-	-	-	-	-	2.9	4.3	3.1
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3.2	4.5	2.9	-	-	-	-	6.0	-	5.4	3.6	2.9
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	9.6	2.7	8.4	-	-	-	10.8	2.7	9.6	3.0	2.9	2.4
ELECTRICAL PRODUCTS	4.2	1.4	1.9	-	-	-	6.1	1.7	-	-	0.9	1.9
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	6.0	5.8	5.2	-	-	-	-	-	-	6.0	5.8	5.2
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	1.5	2.1	-	-	-	-	3.8	5.3	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	3.8	5.3	-	-	-	-	3.8	5.3	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	5.4	5.6	5.2	-	5.1	-	6.6	5.9	-	6.5	4.9	5.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	5.5	5.5	5.2	-	5.1	-	7.1	5.8	-	6.5	4.9	5.2	-	-	-	-
MANUFACTURING	6.4	4.6	4.7	-	4.9	-	6.1	4.6	-	7.6	4.9	4.7	-	-	-	-
FOOD, BEVERAGES	11.0	4.2	-	-	-	-	11.0	4.2	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.8	5.6	-	-	-	-	6.8	5.6	-	-	-	-	-	-	-	-
TEXTILES	5.8	-	-	-	5.8	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	7.0	5.8	-	-	-	-	7.0	5.8	-	-	-	-	-	-	-	-
CLOTHING	5.0	3.8	-	-	-	-	3.1	4.9	-	11.8	-	-	-	-	-	-
WOOD	7.6	5.9	-	-	-	-	7.6	5.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	4.0	-	-	-	4.0	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	2.4	3.5	7.5	-	-	-	-	2.3	-	6.6	5.6	7.5	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5.9	5.6	4.9	-	-	-	-	4.9	-	7.0	5.8	4.9	-	-	-	-
ELECTRICAL PRODUCTS	6.4	5.2	-	-	-	-	6.4	5.2	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	6.5	6.1	-	-	-	-	6.5	6.1	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	5.4	6.7	7.0	-	5.1	-	8.0	6.9	-	2.5	4.9	7.0	-	-	-	-
FORESTRY	11.1	9.3	-	-	-	-	11.1	9.3	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	4.0	4.9	7.0	-	5.0	-	-	-	-	2.5	4.9	7.0	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	5.0	5.9	-	-	-	-	5.0	5.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	6.4	11.4	-	-	4.9	-	13.1	11.4	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.2	-	-	-	5.2	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	5.0	5.0	-	-	5.0	-	5.0	5.0	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	5.3	2.0	-	-	-	-	5.3	2.0	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.6	4.9	-	-	-	-	5.6	4.9	-	-	-	-	-	-	-	-
PERSONAL SERVICES	4.9	5.0	-	-	-	-	4.9	5.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.2	5.0	-	-	4.9	-	6.0	5.0	-	-	-	-	-	-	-	-
CONSTRUCTION	2.7	7.1	-	-	-	-	2.7	7.1	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	52.0	33.2	70.3	-	52.7	-	59.9	34.6	101.0	19.2	31.2	31.1
ALL INDUSTRIES (EXCL CONST) ..	52.4	30.9	70.3	-	52.7	-	61.6	31.6	101.0	19.2	31.2	31.1
MANUFACTURING	50.8	26.2	70.1	-	29.5	-	62.1	25.3	101.0	18.8	29.8	28.0
FOOD, BEVERAGES	111.6	62.6	-	-	-	-	111.6	62.6	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-124.4	16.1	15.7	-	-	-	-	-	-124.4	16.1	15.7	-
LEATHER	40.0	35.0	-	-	-	-	40.0	35.0	-	-	-	-
TEXTILES	30.0	-	-	-	30.0	-	-	-	-	-	-	-
KNITTING MILLS	36.0	32.0	-	-	-	-	36.0	32.0	-	-	-	-
CLOTHING	18.6	19.9	12.7	-	-	-	14.5	25.2	-	20.8	16.9	12.7
WOOD	62.1	51.2	-	-	-	-	62.1	51.2	-	-	-	-
FURNITURE, FIXTURES	29.0	-	-	-	29.0	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	25.4	36.9	44.0	-	-	-	-	33.7	-	51.7	40.2	44.0
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	83.9	30.3	84.7	-	-	-	97.8	28.3	101.0	38.5	37.0	32.6
ELECTRICAL PRODUCTS	41.0	20.0	21.0	-	-	-	54.5	23.3	-	-	10.0	21.0
NON-METALLIC MINERALS	60.0	60.0	-	-	-	-	60.0	60.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	53.5	55.0	52.0	-	-	-	-	-	-	53.5	55.0	52.0
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	53.3	53.0	75.0	-	52.9	-	59.8	57.4	-	25.0	50.0	75.0
FORESTRY	122.0	114.0	-	-	-	-	122.0	114.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	64.2	50.0	75.0	-	89.0	-	-	-	-	25.0	50.0	75.0
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	31.8	40.0	-	-	-	-	31.8	40.0	-	-	-	-
ELECTRIC, GAS, WATER	53.0	-	-	-	53.0	-	-	-	-	-	-	-
WHOLESALE TRADE	35.0	50.0	-	-	-	-	35.0	50.0	-	-	-	-
RETAIL TRADE	42.9	84.6	-	-	34.0	-	85.1	84.6	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	61.2	-	-	-	61.2	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	41.2	43.2	-	-	41.2	-	41.2	43.2	-	-	-	-
RECREATIONAL SERVICES	25.0	10.0	-	-	-	-	25.0	10.0	-	-	-	-
MANAGEMENT SERVICES	50.0	47.0	-	-	-	-	50.0	47.0	-	-	-	-
PERSONAL SERVICES	12.3	13.4	-	-	-	-	24.0	26.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	52.2	46.1	-	-	-	-	52.2	46.1	-	-	-	-
PROVINCIAL ADMINISTRATION ..	37.0	-	-	-	37.0	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	52.8	50.9	50.1	-	53.1	-	52.1	53.7	48.9	42.9
ALL INDUSTRIES (EXCL CONST)...	53.4	46.2	50.1	-	53.1	-	55.9	48.0	48.9	42.9
MANUFACTURING	50.5	37.6	43.1	-	29.5	-	50.5	38.1	55.6	40.9
FOOD, BEVERAGES	108.5	48.5	-	-	-	-	108.5	48.5	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-
LEATHER	40.0	35.0	-	-	-	-	40.0	35.0	-	-
TEXTILES	30.0	-	-	-	30.0	-	-	-	-	-
KNITTING MILLS	36.0	32.0	-	-	-	-	36.0	32.0	-	-
CLOTHING	25.3	19.7	-	-	-	-	14.5	25.2	65.0	-
WOOD	62.1	51.2	-	-	-	-	62.1	51.2	-	-
FURNITURE, FIXTURES	29.0	-	-	-	29.0	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	20.2	31.0	70.0	-	-	-	-	20.0	55.0	50.0
MACHINERY	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	45.4	46.8	44.3	-	-	-	-	46.0	53.8	47.0
ELECTRICAL PRODUCTS	47.0	41.0	-	-	-	-	47.0	41.0	-	-
NON-METALLIC MINERALS	60.0	60.0	-	-	-	-	60.0	60.0	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	53.7	57.1	75.0	-	53.3	-	61.2	57.8	25.0	50.0
FORESTRY	122.0	114.0	-	-	-	-	122.0	114.0	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	64.2	50.0	75.0	-	89.0	-	-	-	25.0	50.0
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	31.8	40.0	-	-	-	-	31.8	40.0	-	-
ELECTRIC, GAS, WATER	53.0	-	-	-	53.0	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	42.9	84.6	-	-	34.0	-	85.1	84.6	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	61.2	-	-	-	61.2	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	41.2	43.2	-	-	41.2	-	41.2	43.2	-	-
RECREATIONAL SERVICES	25.0	10.0	-	-	-	-	25.0	10.0	-	-
MANAGEMENT SERVICES	50.0	47.0	-	-	-	-	50.0	47.0	-	-
PERSONAL SERVICES	24.0	26.0	-	-	-	-	24.0	26.0	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	52.2	46.1	-	-	-	-	52.2	46.1	-	-
PROVINCIAL ADMINISTRATION ..	37.0	-	-	-	37.0	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
IN PER CENT		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER	4.9 PER CENT	34	24,251	14	10,718	20	13,533
5.0 -	9.9 PER CENT	85	45,581	2	1,065	83	44,516
10.0 -	14.9 PER CENT	5	10,245	3	9,750	2	495
15.0 -	19.9 PER CENT	1	742	-	-	1	742
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		5.4		5.7		5.3	
IN CENTS PER HOUR		ALL INDUSTRIES, EXCLUDING CONSTRUCTION					
UNDER	9.9 CENTS	5	6,179	5	6,179	2	857
10.0 -	19.9 CENTS	5	2,831	3	1,981	6	2,016
20.0 -	29.9 CENTS	7	2,316	1	300	14	11,213
30.0 -	39.9 CENTS	18	13,201	4	1,988	31	13,768
40.0 -	49.9 CENTS	32	14,038	1	270	10	4,510
50.0 -	59.9 CENTS	12	5,645	2	1,065	33	21,801
60.0 -	69.9 CENTS	33	21,801	-	-	4	1,694
70.0 -	79.9 CENTS	2	1,699	-	-	2	1,342
80.0 -	89.9 CENTS	4	780	-	-	1	781
90.0 -	99.9 CENTS	1	10,192	2	9,450	1	762
100.0 -	109.9 CENTS	3	495	-	-	1	495
110.0 -	119.9 CENTS	2	300	-	-	-	-
120.0 -	129.9 CENTS	1	-	-	-	-	-
130.0 -	139.9 CENTS	-	-	-	-	-	-
140.0 -	149.9 CENTS	-	-	-	-	-	-
150.0	CENTS AND OVER	-	-	-	-	-	-
AVERAGE		53.5		55.0		53.0	
IN PER CENT		CONSTRUCTION					
UNDER	4.9 PER CENT	3	900	-	-	1	900
5.0 -	9.9 PER CENT	1	260	-	-	1	260
10.0 -	14.9 PER CENT	-	-	-	-	-	-
15.0 -	19.9 PER CENT	-	-	-	-	-	-
20.0 -	24.9 PER CENT	-	-	-	-	-	-
25.0 -	29.9 PER CENT	-	-	-	-	-	-
30.0 -	34.9 PER CENT	-	-	-	-	-	-
35.0 -	39.9 PER CENT	-	-	-	-	-	-
40.0 -	44.9 PER CENT	-	-	-	-	-	-
45.0 -	49.9 PER CENT	-	-	-	-	-	-
50.0	PER CENT AND OVER	-	-	-	-	-	-
AVERAGE		4.8		-		4.8	
IN CENTS PER HOUR		CONSTRUCTION					
UNDER	9.9 CENTS	-	-	-	-	-	-
10.0 -	19.9 CENTS	-	-	-	-	-	-
20.0 -	29.9 CENTS	-	-	-	-	-	-
30.0 -	39.9 CENTS	-	-	-	-	-	-
40.0 -	49.9 CENTS	-	-	-	-	-	-
50.0 -	59.9 CENTS	-	-	-	-	-	-
60.0 -	69.9 CENTS	1	260	-	-	1	260
70.0 -	79.9 CENTS	3	900	-	-	3	900
80.0 -	89.9 CENTS	-	-	-	-	-	-
90.0 -	99.9 CENTS	-	-	-	-	-	-
100.0 -	109.9 CENTS	-	-	-	-	-	-
110.0 -	119.9 CENTS	-	-	-	-	-	-
120.0 -	129.9 CENTS	-	-	-	-	-	-
130.0 -	139.9 CENTS	-	-	-	-	-	-
140.0 -	149.9 CENTS	-	-	-	-	-	-
150.0	CENTS AND OVER	-	-	-	-	-	-
AVERAGE		60.9		-		60.9	

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1983

Prepared by
Research Branch
Ontario Ministry of Labour
February 1984



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1983. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, agreement duration is defined as: one-year - less than 18 months, two-years - 18-29 months, three-years - 30-41 months, and four-years - 42-53 months.

The data in this report were prepared for computer processing by the staff of the Collective Bargaining Settlements Unit, Research Branch, Ontario Ministry of Labour.

Toronto
February 27, 1984

Highlights

During the fourth quarter of 1983, 76 collective agreements covering 59,646 employees were negotiated in Ontario for bargaining units of 200 or more employees. These figures compare with 129 settlements in the third quarter covering 81,979 employees and 233 settlements in the second quarter covering 129,675 employees.

The average annual base wage increase for settlements in all industries excluding construction during the fourth quarter of 1983 was 4.8 per cent, down from 5.4 per cent in the third quarter of 1983. The average annual base wage increase for all agreements without a COLA clause, excluding construction, was 5.3 per cent, down slightly from 5.4 per cent in the third quarter. For all settlements with a COLA clause the average negotiated increase was 4.3 per cent per year, down substantially from 5.7 per cent in the third quarter.

	Average Annual Increase			
	Fourth Quarter 1983		Third Quarter 1982	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries (excluding construction).....	4.8	38.8	5.4	53.4
Agreements with COLA	4.3	35.1	5.7	55.0
Agreements without COLA ..	5.3	43.1	5.4	52.8
Manufacturing	4.8	40.2	5.7	53.3
Agreements with COLA	4.0	37.3	5.8	56.2
Agreements without COLA ..	5.7	43.6	5.5	44.4
Non-manufacturing (excluding construction)	4.7	37.5	5.3	53.5
Agreements with COLA	4.5	33.2	1.8	17.5
Agreements without COLA ..	5.0	42.7	5.3	53.9
Construction	2.8	51.1	4.8	60.9
Agreements with COLA	-	-	-	-
Agreements without COLA ..	2.8	51.1	4.8	60.9

The three major industrial sectors of manufacturing, non-manufacturing, and construction each accounted for one-third of the employees involved in the fourth quarter settlements. In the manufacturing sector, where one-half of the settlements occurred, the average annual increase in negotiated base rates in agreements without a COLA clause was 5.7 per cent. The manufacturing sector settlements were concentrated in fabricated metals, transportation equipment and electrical products. In non-manufacturing, the health sector dominated settlement activity; however, the largest number of employees affected was in the communications industry where one agreement covering 11,000 Bell Canada employees was ratified. The average annual increase in negotiated base rates in non-manufacturing agreements without a COLA clause was 5.0 per cent. In the construction sector the deceleration in negotiated increases continued from the third quarter and resulted in a 2.8 per cent average annual increase in fourth quarter settlements.

Twenty-three of the 76 fourth quarter settlements contained a COLA clause, affecting 36 per cent of the total employees. Twenty-one of the settlements with a COLA clause were concentrated in the manufacturing sector. These 21 agreements provided an average annual negotiated increase of 4.0 per cent. The 2 non-manufacturing agreements with a COLA clause provided an average annual negotiated increase of 4.5 per cent.

Tables 3, 4 and 5 show the breakdown of the average annual base wage increase by duration of contract and whether there are COLA provisions. One-year agreements provided an average annual increase of 4.8 per cent. Two-year agreements provided 3.9 per cent annual base increases on average. The relatively small average negotiated increase in construction settlements, none of which contained a COLA clause, resulted in a lower average annual increase for two-year agreements without a COLA clause, 3.5 per cent, than for two-year agreements with a COLA clause, 4.6 per cent. Three-year agreements provided an average 4.0 per cent increase.

Tables 6 to 12 inclusive provide information about increases in base wages by 12-month periods. For all agreements the largest increase was provided in the second 12-month period, 5.4 per cent, rather than in the first 12 months of the agreement as is usually the case. This is largely due to the influence of the construction settlements which provided no wage increase in the first year.

Table 13 shows that the majority of settlements without a COLA clause provided wage increases in the 5.0 to 9.9 per cent range while the majority of settlements with a COLA clause provided less than 5 per cent. In terms of cents-per-hour, the most common provision in agreements without a COLA clause was 50 to 59.9 cents. For agreements with a COLA clause the most common provision was in the range of 30 to 39.9 cents-per-hour per year.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	76	28	35	13	-	-
NUMBER OF EMPLOYEES AFFECTED	59,646	10,482	41,775	7,389	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	4.1	4.8	3.9	4.0	-	-
AGREEMENTS WITH COL CLAUSE	4.3	1.9	4.6	3.7	-	-
AGREEMENTS WITHOUT COL CLAUSE	4.0	5.1	3.5	5.4	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	43.0	41.4	44.7	35.4	-	-
AGREEMENTS WITH COL CLAUSE	35.1	10.4	36.2	36.1	-	-
AGREEMENTS WITHOUT COL CLAUSE	47.4	44.1	49.2	32.6	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	76	59,646	4.1	43.0	23	21,352	4.3	35.1	53	38,294	4.0	47.4
ALL INDUSTRIES (EXCL CONST) ..	67	39,296	4.8	38.8	23	21,352	4.3	35.1	44	17,944	5.3	43.1
MANUFACTURING	41	18,320	4.8	40.2	21	9,868	4.0	37.3	20	8,452	5.7	43.6
FOOD, BEVERAGES	2	945	5.7	55.7	-	-	-	-	2	945	5.7	55.7
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	1	715	0.3	3.7	1	715	0.3	3.7	-	-	-	-
LEATHER	4	1,384	4.7	27.9	1	360	4.5	25.0	3	1,024	4.7	28.9
TEXTILES	2	1,465	3.5	30.4	1	1,000	0.8	8.3	1	465	9.4	78.0
KNITTING MILLS	1	270	2.7	15.0	-	-	-	-	1	270	2.7	15.0
CLOTHING	2	690	1.8	9.3	-	-	-	-	2	690	1.8	9.3
WOOD	2	863	5.5	38.4	1	653	4.1	30.0	1	210	10.0	64.6
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	2	800	3.6	26.8	1	400	0.3	3.3	1	400	6.9	50.4
PRINTING, PUBLISHING	1	1,400	8.0	55.3	-	-	-	-	1	1,400	8.0	55.3
PRIMARY METALS	1	370	3.1	27.5	-	-	-	-	1	370	3.1	27.5
FABRICATED METALS	5	1,786	6.2	54.3	4	1,566	6.1	54.7	1	220	6.5	51.0
MACHINERY	2	795	3.9	26.7	1	470	3.0	18.3	1	325	5.3	39.0
TRANSPORTATION EQUIP	5	2,685	5.8	60.6	5	2,685	5.8	60.6	-	-	-	-
ELECTRICAL PRODUCTS	5	2,414	4.6	37.8	3	1,191	4.2	37.7	2	1,223	5.0	38.0
NON-METALLIC MINERALS	1	212	5.2	67.0	1	212	5.2	67.0	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	710	5.9	58.2	-	-	-	-	2	710	5.9	58.2
MISCELLANEOUS MFG	3	816	2.6	22.1	2	616	2.3	18.4	1	200	3.7	33.4
NON-MANUFACTURING (EXCL CONST)	26	20,976	4.7	37.5	2	11,484	4.5	33.2	24	9,492	5.0	42.7
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	1	460	5.5	63.0	1	460	5.5	63.0	-	-	-	-
TRANSPORTATION	2	789	5.3	54.6	-	-	-	-	2	789	5.3	54.6
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	11,269	4.5	32.2	1	11,024	4.4	32.0	1	245	6.0	41.3
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	1	970	5.1	23.6	-	-	-	-	1	970	5.1	23.6
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5	2,362	5.0	52.6	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	14	4,886	5.1	40.6	-	-	-	-	5	2,362	5.0	52.6
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	14	4,886	5.1	40.6
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	1	240	2.9	29.0	-	-	-	-	-	240	2.9	29.0

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

- 5 -

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	28	10,482	4.8	41.4		35	41,775	3.9	44.7		13	7,389	4.0	35.4	
ALL INDUSTRIES (EXCL CONST).	28	10,482	4.8	41.4		26	21,425	5.0	38.7		13	7,389	4.0	35.4	
MANUFACTURING	6	2,210	4.0	29.3		23	9,691	5.6	44.7		12	6,419	3.8	37.2	
FOOD, BEVERAGES	-	-	-	-		2	945	5.7	55.7		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	715	0.3	3.7	
LEATHER	2	760	4.5	22.3		2	624	4.9	34.7		-	-	-	-	
TEXTILES	-	-	-	-		1	465	9.4	78.0		1	1,000	0.8	8.3	
KNITTING MILLS	-	-	-	-		1	270	2.7	15.0		-	-	-	-	
CLOTHING	1	235	5.5	27.3		1	455	-	-		-	-	-	-	
WOOD	-	-	-	-		2	863	5.5	38.4		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		1	400	6.9	50.4		1	400	0.3	3.3	
PRINTING, PUBLISHING	-	-	-	-		1	1,400	8.0	55.3		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	370	3.1	27.5		-	-	-	-	
FABRICATED METALS	-	-	-	-		2	620	10.8	98.7		3	1,166	3.7	30.6	
MACHINERY	-	-	-	-		1	325	5.3	39.0		1	470	3.0	18.3	
TRANSPORTATION EQUIP.	1	505	-	-		1	220	3.7	40.0		3	1,960	7.5	78.6	
ELECTRICAL PRODUCTS	-	-	-	-		4	2,022	4.3	34.5		1	392	6.3	55.0	
NON-METALLIC MINERALS	-	-	-	-		1	212	5.2	67.0		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	2	710	5.9	58.2		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		2	500	3.1	22.3		1	316	1.8	21.6	
NON-MANUFACTURING (EXCL CONST)	22	8,272	5.0	44.6		3	11,734	4.5	33.7		1	970	5.1	23.6	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	460	5.5	63.0		-	-	-	-	
TRANSPORTATION	1	539	5.0	54.0		1	250	6.0	56.0		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	245	6.0	41.3		1	11,024	4.4	32.0		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		1	970	5.1	23.6	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE ...	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	5	2,362	5.0	52.6		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	14	4,886	5.1	40.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES ...	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION ...	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	1	240	2.9	29.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		9	20,350	2.8	51.1		-	-	-	-	

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	2	865	1.9	10.4		10	14,460	4.6	36.2		11	6,027	3.7	36.1	
ALL INDUSTRIES (EXCL CONST).	2	865	1.9	10.4		10	14,460	4.6	36.2		11	6,027	3.7	36.1	
MANUFACTURING	2	865	1.9	10.4		8	2,976	5.3	47.7		11	6,027	3.7	36.1	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	715	0.3	3.7	
LEATHER	1	360	4.5	25.0		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		1	1,000	0.8	8.3	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		1	653	4.1	30.0		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		1	400	0.3	3.3	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	400	13.2	125.0		3	1,166	3.7	30.6	
MACHINERY	-	-	-	-		-	-	-	-		1	470	3.0	18.3	
TRANSPORTATION EQUIP	1	505	-	-		1	220	3.7	40.0		3	1,960	7.5	78.6	
ELECTRICAL PRODUCTS	-	-	-	-		3	1,191	4.2	37.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		1	212	5.2	67.0		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	300	2.7	15.0		1	316	1.8	21.6	
NON-MANUFACTURING (EXCL CONST)	-	-	-	-		2	11,484	4.5	33.2		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	460	5.5	63.0		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	11,024	4.4	32.0		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	26	9,617	5.1	44.1		25	27,315	3.5	49.2		2	1,362	5.4	32.6	
ALL INDUSTRIES (EXCL CONST).	26	9,617	5.1	44.1		16	6,965	5.7	43.8		2	1,362	5.4	32.6	
MANUFACTURING	4	1,345	5.4	41.4		15	6,715	5.7	43.4		1	392	6.3	55.0	
FOOD, BEVERAGES	-	-	-	-		2	945	5.7	55.7		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	1	400	4.4	20.0		2	624	4.9	34.7		-	-	-	-	
TEXTILES	-	-	-	-		1	465	9.4	78.0		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	270	2.7	15.0		-	-	-	-	
CLOTHING	1	235	5.5	27.3		1	455	-	-		-	-	-	-	
WOOD	-	-	-	-		1	210	10.0	64.6		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		1	400	6.9	50.4		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		1	1,400	8.0	55.3		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	370	3.1	27.5		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	220	6.5	51.0		-	-	-	-	
MACHINERY	-	-	-	-		1	325	5.3	39.0		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRICAL PRODUCTS	-	-	-	-		1	831	4.4	30.0		1	392	6.3	55.0	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	2	710	5.9	58.2		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	200	3.7	33.4		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	22	8,272	5.0	44.6		1	250	6.0	56.0		1	970	5.1	23.6	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	1	539	5.0	54.0		1	250	6.0	56.0		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	245	6.0	41.3		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		1	970	5.1	23.6	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	5	2,362	5.0	52.6		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	14	4,886	5.1	40.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	1	240	2.9	29.0		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		9	20,350	2.8	51.1		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	76	2	26	10	25	11	2
NUMBER OF EMPLOYEES AFFECTED	59,646	865	9,617	14,460	27,315	6,027	1,362
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	3.2	1.9	5.1	5.1	1.7	1.8	8.0
SECOND 12 MONTHS OF AGREEMENT ...	5.4	-	-	4.2	5.5	8.2	5.0
THIRD 12 MONTHS OF AGREEMENT	1.4	-	-	-	-	1.5	1.5
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	4.1	1.9	5.1	4.6	3.5	3.7	5.4
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	25.2	10.4	44.1	38.3	13.1	16.2	43.6
SECOND 12 MONTHS OF AGREEMENT ...	67.8	-	-	34.0	85.5	76.7	31.5
THIRD 12 MONTHS OF AGREEMENT	14.2	-	-	-	-	15.2	14.4
FOURTH 12 MONTHS OF AGREEMENT ...	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	43.0	10.4	44.1	36.2	49.2	36.1	32.6

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	3.2	5.4	1.4	-	4.8	-	2.9	5.0	-	3.0	7.6	1.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	4.9	5.3	1.4	-	4.8	-	5.5	4.5	-	3.0	7.6	1.5	-	-	-	-
MANUFACTURING	4.5	6.3	1.6	-	4.0	-	6.1	5.1	-	2.2	8.1	1.7	-	-	-	-
FOOD, BEVERAGES	6.5	4.9	-	-	-	-	6.5	4.9	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	0.9	-	-	-	-	-	-	-	-	0.9	-	-	-	-	-	-
LEATHER	4.8	4.4	-	-	4.5	-	5.1	4.4	-	-	-	-	-	-	-	-
TEXTILES	3.6	2.3	2.4	-	-	-	11.5	7.4	-	-	-	2.4	-	-	-	-
KNITTING MILLS	2.7	2.7	-	-	-	-	2.7	2.7	-	-	-	-	-	-	-	-
CLOTHING	1.8	-	-	-	5.5	-	-	-	-	-	-	-	-	-	-	-
WOOD	6.6	4.9	-	-	-	-	6.6	4.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	4.1	3.5	-	-	-	-	7.4	7.1	-	0.8	-	-	-	-	-	-
PRINTING, PUBLISHING	9.0	7.0	-	-	-	-	9.0	7.0	-	-	-	-	-	-	-	-
PRIMARY METALS	3.5	2.8	-	-	-	-	3.5	2.8	-	-	-	-	-	-	-	-
FABRICATED METALS	7.1	6.0	2.5	-	-	-	11.6	10.1	-	4.7	3.9	2.5	-	-	-	-
MACHINERY	4.6	3.6	2.3	-	-	-	5.3	5.3	-	4.2	2.4	2.3	-	-	-	-
TRANSPORTATION EQUIP	1.1	20.1	1.1	-	-	-	4.2	3.1	-	1.1	22.0	1.1	-	-	-	-
ELECTRICAL PRODUCTS	4.7	4.7	5.4	-	-	-	4.2	4.4	-	7.4	6.3	5.4	-	-	-	-
NON-METALLIC MINERALS	5.5	4.9	-	-	-	-	5.5	4.9	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.9	-	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	2.8	2.5	1.7	-	-	-	3.5	2.7	-	1.7	2.1	1.7	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	5.2	4.0	-	-	5.0	-	5.1	4.0	-	8.3	4.5	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-	-	-	-	-
TRANSPORTATION	5.6	4.9	-	-	5.0	-	7.1	4.9	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	5.0	3.9	-	-	6.0	-	5.0	3.9	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	8.3	4.5	-	-	-	-	-	-	-	8.3	4.5	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	5.1	-	-	-	5.1	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2.9	-	-	-	2.9	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	5.6	-	-	-	-	-	5.6	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	2.8	5.4	1.2	-	5.1	-	1.7	5.5	-	8.0	5.0	1.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	5.8	5.0	1.2	-	5.1	-	6.5	5.0	-	8.0	5.0	1.5	-	-	-	-
MANUFACTURING	6.3	5.1	2.6	-	5.4	-	6.5	5.0	-	7.4	6.3	5.4	-	-	-	-
FOOD, BEVERAGES	6.5	4.9	-	-	-	-	6.5	4.9	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	4.8	4.4	-	-	4.4	-	5.1	4.4	-	-	-	-	-	-	-	-
TEXTILES	11.5	7.4	-	-	-	-	11.5	7.4	-	-	-	-	-	-	-	-
KNITTING MILLS	2.7	2.7	-	-	-	-	2.7	2.7	-	-	-	-	-	-	-	-
CLOTHING	1.8	-	-	-	5.5	-	-	-	-	-	-	-	-	-	-	-
WOOD	16.4	5.6	-	-	-	-	16.4	5.6	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	7.4	7.1	-	-	-	-	7.4	7.1	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	9.0	7.0	-	-	-	-	9.0	7.0	-	-	-	-	-	-	-	-
PRIMARY METALS	3.5	2.8	-	-	-	-	3.5	2.8	-	-	-	-	-	-	-	-
FABRICATED METALS	7.0	6.0	-	-	-	-	7.0	6.0	-	-	-	-	-	-	-	-
MACHINERY	5.3	5.3	-	-	-	-	5.3	5.3	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	5.4	4.9	5.4	-	-	-	4.5	4.3	-	7.4	6.3	5.4	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.9	-	-	-	5.9	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	4.5	3.0	-	-	-	-	4.5	3.0	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	5.4	4.6	-	-	5.0	-	7.1	4.9	-	8.3	4.5	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	5.6	4.9	-	-	5.0	-	7.1	4.9	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	6.0	-	-	-	6.0	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	8.3	4.5	-	-	-	-	-	-	-	8.3	4.5	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	5.1	-	-	-	5.1	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	2.9	-	-	-	2.9	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	5.6	-	-	-	-	-	5.6	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS				
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	25.2	67.8	14.2	-	41.4	-	21.9	67.7	-	21.3	68.4	15.0	-
ALL INDUSTRIES (EXCL CONST) ..	37.7	44.3	14.2	-	41.4	-	41.5	35.9	-	21.3	68.4	15.0	-
MANUFACTURING	35.1	55.6	16.3	-	29.3	-	47.2	42.5	-	18.9	75.4	17.3	-
FOOD, BEVERAGES	61.4	50.0	-	-	-	-	61.4	50.0	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	10.0	-	-	-	-	-	-	-	-	10.0	-	-	-
LEATHER	28.1	32.7	-	-	22.3	-	35.2	32.7	-	-	-	-	-
TEXTILES	28.8	20.6	25.0	-	-	-	91.0	65.0	-	-	-	25.0	-
KNITTING MILLS	15.0	15.0	-	-	-	-	15.0	15.0	-	-	-	-	-
CLOTHING	9.3	-	-	-	27.3	-	-	-	-	-	-	-	-
WOOD	43.2	36.2	-	-	-	-	43.2	36.2	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	31.0	26.5	-	-	-	-	52.0	53.0	-	10.0	-	-	-
PRINTING, PUBLISHING	59.9	50.8	-	-	-	-	59.9	50.8	-	-	-	-	-
PRIMARY METALS	30.0	25.0	-	-	-	-	30.0	25.0	-	-	-	-	-
FABRICATED METALS	59.4	54.6	22.3	-	-	-	99.4	98.0	-	38.1	31.5	22.3	-
MACHINERY	30.3	25.2	15.0	-	-	-	38.0	40.0	-	25.0	15.0	15.0	-
TRANSPORTATION EQUIP	12.7	192.0	13.8	-	-	-	45.0	35.0	-	12.3	209.6	13.8	-
ELECTRICAL PRODUCTS	37.7	38.8	50.0	-	-	-	33.3	35.7	-	60.0	55.0	50.0	-
NON-METALLIC MINERALS	69.0	65.0	-	-	-	-	69.0	65.0	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	58.2	-	-	-	58.2	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	23.2	21.5	20.0	-	-	-	25.3	19.3	-	20.0	25.0	20.0	-
NON-MANUFACTURING (EXCL CONST)	39.9	29.9	-	-	44.6	-	36.8	30.5	-	37.0	22.0	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	67.0	59.0	-	-	-	-	67.0	59.0	-	-	-	-	-
TRANSPORTATION	57.1	48.0	-	-	54.0	-	64.0	48.0	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	35.1	29.0	-	-	41.3	-	35.0	29.0	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	37.0	22.0	-	-	-	-	-	-	-	37.0	22.0	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	52.6	-	-	-	52.6	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	40.6	-	-	-	40.6	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	29.0	-	-	-	29.0	-	-	-	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1983
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST) ..	22.0	82.9	11.1	-	44.1	-	13.1	85.5	43.6	31.5
ALL INDUSTRIES (EXCL CONST) ..	45.7	38.5	11.1	-	44.1	-	48.2	39.9	43.6	31.5
MANUFACTURING	47.2	40.4	24.7	-	41.4	-	47.6	39.6	60.0	55.0
FOOD, BEVERAGES	61.4	50.0	-	-	-	-	61.4	50.0	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-
LEATHER	29.2	32.7	-	-	20.0	-	35.2	32.7	-	-
TEXTILES	91.0	65.0	-	-	-	-	91.0	65.0	-	-
KNITTING MILLS	15.0	15.0	-	-	-	-	15.0	15.0	-	-
CLOTHING	9.3	-	-	-	27.3	-	-	-	-	-
WOOD	100.0	40.0	-	-	-	-	100.0	40.0	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-
PAPER	52.0	53.0	-	-	-	-	52.0	53.0	-	-
PRINTING, PUBLISHING	59.9	50.8	-	-	-	-	59.9	50.8	-	-
PRIMARY METALS	30.0	25.0	-	-	-	-	30.0	25.0	-	-
FABRICATED METALS	53.0	49.0	-	-	-	-	53.0	49.0	-	-
MACHINERY	38.0	40.0	-	-	-	-	38.0	40.0	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	39.6	38.0	50.0	-	-	-	30.0	30.0	60.0	55.0
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-
CHEMICALS	58.2	-	-	-	58.2	-	-	-	-	-
MISCELLANEOUS MFG	39.4	27.4	-	-	-	-	39.4	27.4	-	-
NON-MANUFACTURING (EXCL CONST)	44.3	27.3	-	-	44.6	-	64.0	48.0	37.0	22.0
FORESTRY	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	57.1	48.0	-	-	54.0	-	64.0	48.0	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	41.3	-	-	-	41.3	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	37.0	22.0	-	-	-	-	-	-	37.0	22.0
FINANCE	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	52.6	-	-	-	52.6	-	-	-	-	-
HEALTH, WELFARE SERVICES	40.6	-	-	-	40.6	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	29.0	-	-	-	29.0	-	-	-	-	-

AVERAGE ANNUAL INCREASE		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES, EXCLUDING CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT		29	22,805	16	17,974	13	4,831
5.0 - 9.9 PER CENT		36	15,881	6	2,978	30	12,903
10.0 - 14.9 PER CENT		2	610	1	400	1	210
15.0 - 19.9 PER CENT		-	-	-	-	-	-
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		4.1		4.3		4.0	
IN CENTS PER HOUR							
UNDER 9.9 CENTS		5	3,075	4	2,620	1	455
10.0 - 19.9 CENTS		4	1,348	2	770	2	578
20.0 - 29.9 CENTS		10	4,347	5	2,132	5	2,215
30.0 - 39.9 CENTS		13	15,530	3	12,027	10	3,603
40.0 - 49.9 CENTS		12	4,073	2	625	10	3,668
50.0 - 59.9 CENTS		14	6,151	3	946	11	5,205
60.0 - 69.9 CENTS		6	2,447	2	672	4	1,775
70.0 - 79.9 CENTS		1	465	-	-	1	465
80.0 - 89.9 CENTS		-	-	-	-	-	-
90.0 - 99.9 CENTS		1	1,360	1	1,360	-	-
100.0 - 109.9 CENTS		-	-	-	-	-	-
110.0 - 119.9 CENTS		-	-	-	-	-	-
120.0 - 129.9 CENTS		1	400	1	400	-	-
130.0 - 139.9 CENTS		-	-	-	-	-	-
140.0 - 149.9 CENTS		-	-	-	-	-	-
150.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE		43.0		35.1		47.4	
CONSTRUCTION							
IN PER CENT							
UNDER 4.9 PER CENT		8	20,150	-	-	8	20,150
5.0 - 9.9 PER CENT		1	200	-	-	1	200
10.0 - 14.9 PER CENT		-	-	-	-	-	-
15.0 - 19.9 PER CENT		-	-	-	-	-	-
20.0 - 24.9 PER CENT		-	-	-	-	-	-
25.0 - 29.9 PER CENT		-	-	-	-	-	-
30.0 - 34.9 PER CENT		-	-	-	-	-	-
35.0 - 39.9 PER CENT		-	-	-	-	-	-
40.0 - 44.9 PER CENT		-	-	-	-	-	-
45.0 - 49.9 PER CENT		-	-	-	-	-	-
50.0 PER CENT AND OVER		-	-	-	-	-	-
AVERAGE		2.8		-		2.8	
IN CENTS PER HOUR							
UNDER 9.9 CENTS		-	-	-	-	-	-
10.0 - 19.9 CENTS		-	-	-	-	-	-
20.0 - 29.9 CENTS		-	-	-	-	-	-
30.0 - 39.9 CENTS		-	-	-	-	-	-
40.0 - 49.9 CENTS		-	-	-	-	-	-
50.0 - 59.9 CENTS		6	19,450	-	-	6	19,450
60.0 - 69.9 CENTS		2	700	-	-	2	700
70.0 - 79.9 CENTS		-	-	-	-	-	-
80.0 - 89.9 CENTS		-	-	-	-	-	-
90.0 - 99.9 CENTS		-	-	-	-	-	-
100.0 - 109.9 CENTS		1	200	-	-	1	200
110.0 - 119.9 CENTS		-	-	-	-	-	-
120.0 - 129.9 CENTS		-	-	-	-	-	-
130.0 - 139.9 CENTS		-	-	-	-	-	-
140.0 - 149.9 CENTS		-	-	-	-	-	-
150.0 CENTS AND OVER		-	-	-	-	-	-
AVERAGE		51.1		-		51.1	



Ontario
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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1984

Prepared by
Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour
August 1984



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division.

Toronto
August, 1984

Highlights

Settlements negotiated during the first quarter of 1984 in 58 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 3.5 percent per year over the term of the agreements. This was a drop from the 4.1 percent average annual increase for the fourth quarter of 1983, and continued the decline that began in the third quarter of 1982, except for a small increase in the first quarter of 1983.

	Average Annual Increase			
	First Quarter 1984		First Quarter 1983	
	Cents		Cents	
	<u>Per cent</u>	<u>per hour</u>	<u>Per cent</u>	<u>per hour</u>
All Industries (excluding construction).....	3.9	39.9	4.8	38.8
Agreements with COLA	1.0	10.0	4.3	35.1
Agreements without COLA	5.0	50.3	5.3	43.1
Manufacturing	3.6	32.5	4.8	40.2
Agreements with COLA	0.8	8.7	4.0	37.3
Agreements without COLA	5.3	46.8	5.7	43.6
Non-manufacturing (excluding construction)	4.4	51.2	4.7	37.5
Agreements with COLA	2.2	19.3	4.5	33.2
Agreements without COLA	4.6	54.0	5.0	42.7
Construction	2.7	50.0	2.8	51.1
Agreements with COLA	-	-	-	-
Agreements without COLA	2.7	50.0	2.8	51.1

The first quarter settlements covered 46,456 employees in a variety of industries, including food, transportation equipment, chemicals, health and welfare, local government and construction.

The low average increase in this quarter reflects the absence of wage adjustments in one or more years in several of the settlements. Ten settlements, covering 5,807 employees, provided no increases over the term of the agreements; while 7, covering 17,282 employees, gave no increases in the first or first two years of the agreements, but granted subsequent increases averaging 4.5 percent per year.

The most common increases in the first quarter averaged 5-5.9 percent per year, and occurred in 15 agreements covering 7,804 employees. However, 55 percent of the settlements, covering 71 percent of the employees provided for increases of less than 5 percent annually.

Settlements in manufacturing industries covered 18,511 employees, and provided increases averaging 3.6 percent annually, compared with 4.8

percent in the fourth quarter of 1983. Eight of the settlements, covering 4,950 employees in rubber, metal fabricating transportation equipment and machinery gave no increases over the term of the agreements.

Settlements in non-manufacturing industries, excluding construction, covered 11,945 employees and gave increases averaging 4.4 percent per year, compared with 4.7 percent in the fourth quarter of 1983. Construction industry settlements covered 16,000 employees who received increases only in the second year of the agreements, averaging 5.5 percent.

The first quarter settlements covered 10,171 public sector employees who received increases averaging 4.5 percent in one-year agreements, compared with 5.0 percent in the previous quarter. The 36,285 employees covered by private sector settlements gained increases averaging 2.3 percent in the first year of the agreements and 3.2 percent per year over the term of the agreements. These compare with increases of 3.0 and 3.9 percent, respectively, in the fourth quarter of 1983.

Cost-of-Living Clauses

Seventeen of the first quarter settlements, covering 7,908 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. These settlements provided for increases averaging 1.0 percent per year over the life of the agreements, down from 4.3 percent in the fourth quarter of 1983. (Adjustments from the cost-of-living clauses are not included in these increases because they depend on future changes in the Consumer Price Index). Eight of the settlements, covering 5,026 employees, gave no increases during the term of the agreements; and four, covering 1,282 employees, provided for increases only in the second or third year of the agreements.

Settlements not containing cost-of-living clauses, which include all those in the public sector, provided increases averaging 4.0 per cent per year, the same as in the fourth quarter of 1983.

TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	58	16	27	15	-	-
NUMBER OF EMPLOYEES AFFECTED	46,456	13,400	26,324	6,732	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	3.5	4.8	3.3	1.7	-	-
AGREEMENTS WITH COL CLAUSE	1.0	-	1.6	0.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	4.0	4.8	3.5	5.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	43.3	54.7	44.7	15.2	-	-
AGREEMENTS WITH COL CLAUSE	10.0	-	13.4	8.5	-	-
AGREEMENTS WITHOUT COL CLAUSE	50.2	54.7	47.9	44.1	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	58	46,456	3.5	43.3	17	7,908	1.0	10.0	41	38,548	4.0	50.2
ALL INDUSTRIES (EXCL CONST)...	55	30,456	3.9	39.9	17	7,908	1.0	10.0	38	22,548	5.0	50.3
MANUFACTURING	42	18,511	3.6	32.5	14	6,934	0.8	8.7	28	11,577	5.3	46.8
FOOD, BEVERAGES	6	2,186	6.0	55.2	1	307	4.4	51.6	5	1,879	6.3	55.8
TOBACCO	1	500	8.3	75.0	-	-	-	-	1	500	8.3	75.0
RUBBER, PLASTICS	1	614	-	-	1	614	-	-	-	-	-	-
LEATHER	1	260	6.0	40.0	-	-	-	-	1	260	6.0	40.0
TEXTILES	1	1,260	2.4	25.5	-	-	-	-	1	1,260	2.4	25.5
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	400	5.4	23.5	-	-	-	-	1	400	5.4	23.5
WOOD	2	489	4.2	42.1	-	-	-	-	2	489	4.2	42.1
FURNITURE, FIXTURES	2	668	5.7	36.6	-	-	-	-	2	668	5.7	36.6
PAPER	2	667	6.0	41.8	-	-	-	-	2	667	6.0	41.8
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	3	1,020	1.3	12.6	3	1,020	1.3	12.6	-	-	-	-
FABRICATED METALS	5	1,470	1.3	10.2	3	976	0.8	8.9	2	494	2.1	12.8
MACHINERY	3	1,138	2.4	21.2	1	499	-	-	2	639	4.3	37.8
TRANSPORTATION EQUIP	5	3,364	0.5	3.3	4	3,041	0.1	1.0	1	323	4.6	25.0
ELECTRICAL PRODUCTS	1	477	4.4	41.5	1	477	4.4	41.5	-	-	-	-
NON-METALLIC MINERALS	1	360	5.0	52.0	-	-	-	-	1	360	5.0	52.0
PETROLEUM, OIL	2	665	5.0	54.0	-	-	-	-	2	665	5.0	54.0
CHEMICALS	5	2,973	6.1	61.1	-	-	-	-	5	2,973	6.1	61.1
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	13	11,945	4.4	51.2	3	974	2.2	19.3	10	10,971	4.6	54.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2	582	0.7	9.9	2	582	0.7	9.9	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	1	492	-	-	-	-	-	-	1	492	-	-
HEALTH, WELFARE SERVICES	2	2,623	4.9	38.6	-	-	-	-	2	2,623	4.9	38.6
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	2	742	4.9	34.8	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2	765	5.5	39.3	1	392	4.5	33.3	1	350	5.3	36.4
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	2	765	5.5	39.3
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4	6,741	4.7	66.6	-	-	-	-	4	6,741	4.7	66.6

TABLE 3
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	16	13,400	4.8	54.7		27	26,324	3.3	44.7		15	6,732	1.7	15.2	
ALL INDUSTRIES (EXCL CONST).	16	13,400	4.8	54.7		24	10,324	4.2	36.6		15	6,732	1.7	15.2	
MANUFACTURING	8	3,229	6.0	55.1		21	9,117	4.2	37.3		13	6,165	1.5	13.6	
FOOD, BEVERAGES	1	700	6.3	44.0		3	879	6.3	58.7		2	607	5.3	63.2	
TOBACCO	-	-	-	-		1	500	8.3	75.0		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	614	-	-	
LEATHER	-	-	-	-		1	260	6.0	40.0		-	-	-	-	
TEXTILES	-	-	-	-		1	1,260	2.4	25.5		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	400	5.4	23.5		-	-	-	-	
WOOD	-	-	-	-		2	489	4.2	42.1		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	370	5.0	31.5		1	298	6.5	43.0	
PAPER	-	-	-	-		2	607	6.0	41.8		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		3	1,020	1.3	12.6	
FABRICATED METALS	2	494	2.1	12.8		2	714	-	-		1	262	3.2	33.3	
MACHINERY	-	-	-	-		3	1,138	2.4	21.2		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	477	4.4	41.5		5	3,364	0.5	3.3	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	1	360	5.0	52.0		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	2	665	5.0	54.0		-	-	-	-		-	-	-	-	
CHEMICALS	2	1,010	8.7	85.3		3	1,963	4.7	48.6		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	8	10,171	4.5	54.6		3	1,207	4.2	31.3		2	567	4.0	32.7	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		1	365	-	-		1	217	2.0	26.6	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	492	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	2	2,623	4.9	38.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		1	392	4.5	33.3		1	350	5.3	36.4	
PERSONAL SERVICES	1	315	2.9	17.0		1	450	7.3	55.0		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	4	6,741	4.7	66.6		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		3	16,000	2.7	50.0		-	-	-	-	

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

[illegible]

TABLE
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	16	13,400	4.8	54.7		21	23,877	3.5	47.9		4	1,271	5.6	44.1	
ALL INDUSTRIES (EXCL CONST).	16	13,400	4.8	54.7		18	7,877	5.0	43.9		4	1,271	5.6	44.1	
MANUFACTURING	8	3,229	6.0	55.1		17	7,427	4.9	43.2		3	921	5.7	47.1	
FOOD, BEVERAGES	1	700	6.3	44.0		3	879	6.3	58.7		1	300	6.3	75.0	
TOBACCO	-	-	-	-		1	500	8.3	75.0		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		1	260	6.0	40.0		-	-	-	-	
TEXTILES	-	-	-	-		1	1,260	2.4	25.5		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		1	400	5.4	23.5		-	-	-	-	
WOOD	-	-	-	-		2	489	4.2	42.1		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	370	5.0	31.5		1	298	6.5	43.0	
PAPER	-	-	-	-		2	667	6.0	41.8		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	2	494	2.1	12.8		-	-	-	-		-	-	-	-	
MACHINERY	-	-	-	-		2	639	4.3	37.8		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		1	323	4.6	25.0	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		-	-	-	-	
NON-METALLIC MINERALS	1	360	5.0	52.0		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	2	665	5.0	54.0		-	-	-	-		-	-	-	-	
CHEMICALS	2	1,010	8.7	85.3		3	1,963	4.7	48.6		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	8	10,171	4.5	54.6		1	450	7.3	55.0		1	350	5.3	36.4	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	1	492	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	2	2,623	4.9	38.6		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	1	315	2.9	17.0		1	450	7.3	55.0		1	350	5.3	36.4	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	4	6,741	4.7	66.6		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		3	16,000	2.7	50.0		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	58	-	16	6	21	11	4
NUMBER OF EMPLOYEES AFFECTED	46,456	-	13,400	2,447	23,877	5,461	1,271
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	2.7	-	4.9	1.7	2.0	0.4	5.6
SECOND 12 MONTHS OF AGREEMENT	4.0	-	-	1.4	5.0	1.0	5.1
THIRD 12 MONTHS OF AGREEMENT	1.9	-	-	-	-	0.9	6.2
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	3.5	-	4.8	1.6	3.5	0.8	5.6
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	27.4	-	55.6	14.5	17.4	4.6	41.4
SECOND 12 MONTHS OF AGREEMENT	59.3	-	-	12.3	78.3	10.9	39.4
THIRD 12 MONTHS OF AGREEMENT	17.8	-	-	-	-	9.9	51.6
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	43.3	-	54.7	13.4	47.9	8.5	44.1

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

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INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	2.7	4.0	1.9	-	4.9	-	1.9	4.7	-	1.4	1.8	1.9	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	4.2	2.6	1.9	-	4.9	-	5.0	3.4	-	1.4	1.8	1.9	-	-	-	-
MANUFACTURING	4.0	2.5	1.7	-	6.4	-	5.1	3.3	-	1.1	1.6	1.7	-	-	-	-
FOOD, BEVERAGES	6.3	5.8	4.5	-	6.3	-	6.8	5.7	-	5.6	5.9	4.5	-	-	-	-
TOBACCO	9.2	7.4	-	-	-	-	9.2	7.4	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.6	5.4	-	-	-	-	6.6	5.4	-	-	-	-	-	-	-	-
TEXTILES	1.9	2.9	-	-	-	-	1.9	2.9	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	5.9	4.9	-	-	-	-	5.9	4.9	-	-	-	-	-	-	-	-
WOOD	4.0	4.9	-	-	-	-	4.0	4.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	5.4	5.2	8.3	-	-	-	5.0	4.9	-	5.8	5.5	8.3	-	-	-	-
PAPER	6.3	5.7	-	-	-	-	6.3	5.7	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	1.5	2.4	-	-	-	-	-	-	-	1.5	2.4	-	-	-	-
FABRICATED METALS	0.7	1.3	4.8	-	2.1	-	-	-	-	-	5.0	4.8	-	-	-	-
MACHINERY	1.9	2.9	-	-	-	-	1.9	2.9	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	0.5	0.5	0.6	-	-	-	-	-	-	0.5	0.5	0.6	-	-	-	-
ELECTRICAL PRODUCTS	4.9	4.0	-	-	-	-	4.9	4.0	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	9.1	0.5	-	-	10.0	-	8.6	0.7	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.5	3.9	3.7	-	4.5	-	4.4	3.9	-	4.5	3.9	3.7	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	0.8	0.7	1.8	-	-	-	-	-	-	2.2	2.0	1.8	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	0.0	-	-	-	0.0	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	4.9	-	-	-	4.9	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.4	4.5	5.0	-	-	-	5.0	4.0	-	5.9	5.0	5.0	-	-	-	-
PERSONAL SERVICES	5.6	7.0	-	-	2.9	-	7.5	7.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4.7	-	-	-	4.7	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	0.0	5.5	-	-	-	-	0.0	5.5	-	-	-	-	-	-	-	-

TABLE 6

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

[illegible]

TABLE 9

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	3.1	4.9	6.2	-	4.9	-	2.0	5.0	-	5.6	5.1	6.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	5.4	3.8	6.2	-	4.9	-	6.0	4.0	-	5.6	5.1	6.2	-	-	-	-
MANUFACTURING	6.0	3.6	6.7	-	6.4	-	5.9	3.8	-	5.4	5.1	6.7	-	-	-	-
FOOD, BEVERAGES	6.5	5.7	7.1	-	6.3	-	6.8	5.7	-	6.2	5.4	7.1	-	-	-	-
TOBACCO	9.2	7.4	-	-	-	-	9.2	7.4	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.6	5.4	-	-	-	-	6.6	5.4	-	-	-	-	-	-	-	-
TEXTILES	1.9	2.9	-	-	-	-	1.9	2.9	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	5.9	4.9	-	-	-	-	5.9	4.9	-	-	-	-	-	-	-	-
WOOD	4.0	4.9	-	-	-	-	4.0	4.9	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	5.4	5.2	8.3	-	-	-	5.0	4.9	-	5.8	5.5	8.3	-	-	-	-
PAPER	6.3	5.7	-	-	-	-	6.3	5.7	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	2.1	-	-	-	2.1	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	3.4	5.2	-	-	-	-	3.4	5.2	-	-	-	-	-	-	-	-
MACHINERY	4.4	4.4	4.9	-	-	-	-	-	-	4.4	4.4	4.9	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	9.1	0.5	-	-	10.0	-	8.6	0.7	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.7	6.1	5.0	-	4.5	-	7.5	7.0	-	5.9	5.0	5.0	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	0.0	-	-	-	0.0	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	4.9	-	-	-	4.9	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.9	5.0	5.0	-	-	-	7.5	7.0	-	5.9	5.0	5.0	-	-	-	-
PERSONAL SERVICES	5.6	7.0	-	-	2.9	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4.7	-	-	-	4.7	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	0.0	5.5	-	-	-	-	0.0	5.5	-	-	-	-	-	-	-	-

TABLE 12
AVERAGE CENTS-PER-HOUR INCREASES IN 'BASE' WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER
OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	31.5	74.0	51.6	-	55.6	-	17.4	78.3	-	41.4	39.4	51.6
ALL INDUSTRIES (EXCL CONST)...	53.9	32.1	51.6	-	55.6	-	52.9	34.2	-	41.4	39.4	51.6
MANUFACTURING	53.6	30.9	57.5	-	58.9	-	52.7	33.0	-	42.5	41.2	57.5
FOOD, BEVERAGES	56.4	58.1	90.0	-	44.0	-	61.6	55.8	-	70.0	65.0	90.0
TOBACCO	80.0	70.0	-	-	-	-	80.0	70.0	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	43.0	37.0	-	-	-	-	43.0	37.0	-	-	-	-
TEXTILES	20.0	31.0	-	-	-	-	20.0	31.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	25.0	22.0	-	-	-	-	25.0	22.0	-	-	-	-
WOOD	41.0	47.8	-	-	-	-	41.0	47.8	-	-	-	-
FURNITURE, FIXTURES	33.2	33.7	57.0	-	-	-	31.0	32.0	-	36.0	36.0	57.0
PAPER	42.9	40.8	-	-	-	-	42.9	40.8	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	12.8	-	-	-	12.8	-	-	-	-	-	-	-
MACHINERY	28.9	46.7	-	-	-	-	28.9	46.7	-	-	-	-
TRANSPORTATION EQUIP	23.0	24.0	28.0	-	-	-	-	-	-	23.0	24.0	28.0
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	52.0	-	-	-	52.0	-	-	-	-	-	-	-
PETROLEUM, OIL	54.0	-	-	-	54.0	-	-	-	-	-	-	-
CHEMICALS	91.2	4.1	-	-	97.6	-	88.0	5.7	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	54.1	46.1	36.0	-	54.6	-	55.0	55.0	-	38.6	34.7	36.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	0.0	-	-	-	0.0	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	38.6	-	-	-	38.6	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	38.6	34.7	36.0	-	-	-	-	-	-	38.6	34.7	36.0
PERSONAL SERVICES	39.3	55.0	-	-	17.0	-	55.0	55.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	66.6	-	-	-	66.6	-	-	-	-	-	-	-

Table 13

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in First Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Percent						
All Industries						
Total	58	46,456	17	7,908	41	38,548
No increase	10	5,807	8	5,026	2	781
Increases	48	40,649	9	2,882	39	37,767
Under 20 percent	4	1,165	3	907	1	258
2.0 - 2.9 percent	6	17,521	1	217	5	17,304
3.0 - 3.9 percent	4	1,457	2	582	2	875
4.0 - 4.9 percent	8	8,222	3	1,176	5	7,046
5.0 - 5.9 percent	15	7,804	-	-	15	7,804
6.0 - 6.9 percent	7	2,510	-	-	7	2,510
7.0 - 7.9 percent	2	670	-	-	2	670
8.0 percent and over	2	1,300	-	-	2	1,300
Manufacturing						
Total	42	18,511	14	6,934	28	11,577
No increase	8	4,950	7	4,661	1	289
Increases	34	13,561	7	2,273	27	11,288
Under 2.0 percent	4	1,165	3	907	1	258
2.0 - 2.9 percent	2	1,539	-	-	2	1,539
3.0 - 3.9 percent	3	957	2	582	1	375
4.0 - 4.9 percent	3	1,107	2	784	1	323
5.0 - 5.9 percent	12	4,763	-	-	12	4,763
6.0 - 6.9 percent	7	2,510	-	-	7	2,510
7.0 - 7.9 percent	1	220	-	-	1	220
8.0 percent and over	2	1,300	-	-	2	1,300
Non-manufacturing, including construction						
Total	16	27,945	3	974	13	26,971
No increase	2	857	1	365	1	492
Increases	14	27,088	2	609	12	26,479
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	4	16,032	1	217	3	15,815
3.0 - 3.9 percent	1	500	-	-	1	500
4.0 - 4.9 percent	5	7,115	1	392	4	6,723
5.0 - 5.9 percent	3	2,991	-	-	3	2,991
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	1	450	-	-	1	450
8.0 percent and over	-	-	-	-	-	-
Cents-per-hour						
All Industries						
Total	58	46,456	17	7,908	41	38,548
No increase	10	5,807	8	5,026	2	781
Increases	48	40,649	9	2,882	39	37,767
Under 10.0 cents	2	700	2	700	-	-
10.0 - 19.9 cents	3	780	1	207	2	573
20.0 - 29.9 cents	5	2,479	1	217	4	2,262
30.0 - 39.9 cents	11	5,327	3	974	8	4,353
40.0 - 49.9 cents	9	3,782	1	477	8	3,305
50.0 - 59.9 cents	12	20,151	1	307	11	19,844
60.0 - 69.9 cents	-	-	-	-	-	-
70.0 - 79.9 cents	5	6,630	-	-	5	6,630
80.0 - 89.9 cents	-	-	-	-	-	-
90.0 cents and over	1	800	-	-	1	800

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in First Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Manufacturing						
Total	42	18,511	14	6,934	28	11,577
No increase	8	4,950	7	4,661	1	289
Increases	34	13,561	7	2,273	27	11,288
Under 10.0 cents	2	700	2	700	-	-
10.0 - 19.9 cents	2	465	1	207	1	258
20.0 - 29.9 cents	4	2,262	-	-	4	2,262
30.0 - 39.9 cents	7	1,962	2	582	5	1,380
40.0 - 49.9 cents	6	2,441	1	477	5	1,964
50.0 - 59.9 cents	8	3,701	1	307	7	3,394
60.0 - 69.9 cents	-	-	-	-	-	-
70.0 - 79.9 cents	4	1,230	-	-	4	1,230
80.0 - 89.9 cents	-	-	-	-	-	-
90.0 cents and over	1	800	-	-	1	800
Non-manufacturing, including construction						
Total	16	27,945	3	974	13	26,971
No increase	2	857	1	365	1	492
Increases	14	27,088	2	609	12	26,479
Under 10.0 cents	-	-	-	-	-	-
10.0 - 19.9 cents	1	315	-	-	1	315
20.0 - 29.9 cents	1	217	1	217	-	-
30.0 - 39.9 cents	4	3,365	1	392	3	2,973
40.0 - 49.9 cents	3	1,341	-	-	3	1,341
50.0 - 59.9 cents	4	16,450	-	-	4	16,450
60.0 - 69.9 cents	-	-	-	-	-	-
70.0 - 79.9 cents	1	5,400	-	-	1	5,400
80.0 - 89.9 cents	-	-	-	-	-	-
90.0 cents and over	-	-	-	-	-	-

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1984

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

November 1984



Hon Russell Ramsay
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto
November, 1984

Highlights

Settlements negotiated during the second quarter of 1984 in 180 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 3.5 percent per year over the term of the agreements. This is the same as the average annual increase for the first quarter of 1984, and maintains the downward trend evident since the third quarter of 1982.

	Average Annual Increase			
	Second Quarter 1984		First Quarter 1984	
	Cents		Cents	
	Per cent	per hour	Per cent	per hour
All Industries, including				
construction	3.5	41.4	3.5	43.3
Agreements with COLA	2.3	26.0	1.0	10.0
Agreements without COLA	3.9	44.6	4.0	50.2
All Industries, excluding				
construction	3.9	37.7	3.9	39.9
Agreements with COLA	2.3	26.0	1.0	10.0
Agreements without COLA	4.8	44.6	5.0	50.3
Manufacturing	2.7	29.1	3.6	32.5
Agreements with COLA	2.0	22.8	0.8	8.7
Agreements without COLA	4.7	46.0	5.3	46.8
Non-manufacturing, excluding				
construction	4.7	44.2	4.4	51.2
Agreements with COLA	3.7	43.8	2.2	19.3
Agreements without COLA	4.8	44.2	4.6	54.0
Construction	2.6	50.0	2.7	50.0
Agreements with COLA	-	-	-	-
Agreements without COLA	2.6	50.0	2.7	50.0

The second quarter settlements covered 141,031 employees, mostly in the primary metal and construction industries and in education and local government.

The absence of wage adjustments in one or more years in several settlements kept the overall average increase in the second quarter of 1984 low. Eight of the settlements covering 3,620 employees, provided no increases over the term of the agreements. Another 23 settlements, covering 31,831 employees, gave no increases in the first or first two years of the agreements, but granted subsequent increases averaging 3.2 percent per year.

The most common increases in the second quarter averaged 5.0 - 5.9 percent per year, which occurred in 60 agreements covering 38,455 employees. However, 49 of the settlements, covering 64 percent of the employees, provided increases of less than 5 percent annually.

Settlements in manufacturing industries covered 42,630 employees, and provided increases averaging 2.7 percent annually, down from 3.6 percent in the first quarter of 1984. Four of the settlements covering 1,470 employees in rubber, furniture, machinery and transportation equipment provided no increases over the term of the agreement; while another 15 settlements, covering 21,212 employees mostly in primary metals and fabricated metals, provided no increases in one or two years of the term of the agreements.

Settlements in non-manufacturing industries, excluding construction, covered 55,985 employees, and provided increases averaging 4.7 percent per year, up from 4.4 percent in the first quarter. Five of the settlements, covering 4,006 employees in mining, transportation and education, provided no increases over the term or in the first year of the agreements.

The second quarter settlements covered 42,830 public sector employees who received increases averaging 4.8 percent mostly in one-year agreements, compared with 4.5 percent in the first quarter of 1984. Increases for the 98,201 employees covered by settlements in the private sector averaged 2.8 percent per year, compared with 3.2 percent in the first quarter of 1984.

Cost-of-Living Clauses

Forty-two of the second quarter settlements, covering 36,629 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. Increases in these settlements averaged 2.2 percent per year over the life of the agreements, up from 1.0 percent in the first quarter of 1984. (Adjustments from the cost-of-living clauses are not included in the increases because they depend on future changes in the Consumer Price Index). Four of the settlements, covering 1,470 employees, provided no increases over the term of the agreements, while 15 covering 22,900 employees, provided increases only in the second or second and third years of the agreements.

Settlements without cost-of-living clauses provided increases averaging 3.9 percent per year, compared with 4.0 percent in the first quarter. Of these settlements, 12 covering 11,084 employees, provided no increases during the term or in the first year of the agreements.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY DURATION OF AGREEMENT

	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
AVERAGE ANNUAL INCREASE						
NUMBER OF AGREEMENTS	180	79	55	46	-	-
NUMBER OF EMPLOYEES AFFECTED	141,031	45,637	57,439	37,955	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	3.5	4.6	3.2	2.6	-	-
AGREEMENTS WITH COL CLAUSE	2.3	1.9	3.9	1.9	-	-
AGREEMENTS WITHOUT COL CLAUSE	3.9	4.7	3.1	4.6	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	41.4	44.2	49.8	25.3	-	-
AGREEMENTS WITH COL CLAUSE	26.0	18.4	46.9	21.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	46.8	45.4	50.2	35.4	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE					
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	180	141,031	3.5	41.4	42	36,629	2.3	26.0	138	104,402	3.9	46.8
ALL INDUSTRIES (EXCL CONST)...	160	98,615	3.9	37.7	42	36,629	2.3	26.0	118	61,986	4.8	44.6
MANUFACTURING	66	42,630	2.7	29.1	36	31,053	2.0	22.8	30	11,577	4.7	46.0
FOOD, BEVERAGES	11	3,833	4.2	43.6	4	1,937	3.4	38.9	7	1,896	5.1	48.4
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	2	732	1.0	10.2	2	732	1.0	10.2	-	-	-	-
LEATHER	1	220	5.8	40.0	-	-	-	-	1	220	5.8	40.0
TEXTILES	3	1,389	4.8	40.3	1	233	5.4	32.7	2	1,156	4.7	41.8
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	202	3.8	16.7	-	-	-	-	-	-	-	-
WOOD	1	250	5.7	62.7	-	-	-	-	1	202	3.8	16.7
FURNITURE, FIATRES	3	729	1.6	11.7	2	519	0.3	3.3	1	250	5.7	62.7
PAPER	8	3,016	3.7	48.5	-	-	-	-	1	210	4.8	32.5
PRINTING, PUBLISHING	4	2,899	5.6	43.8	-	-	-	-	8	3,016	3.7	48.5
PRIMARY METALS	9	19,598	1.5	19.2	8	19,123	1.5	18.2	4	2,899	5.6	43.8
FABRICATED METALS	6	1,750	2.3	28.3	6	1,750	2.3	28.3	1	475	4.5	58.0
MACHINERY	2	931	0.7	7.1	1	661	0.0	0.0	-	-	-	-
TRANSPORTATION EQUIP	4	1,451	2.5	27.1	3	1,250	1.9	21.0	1	270	2.5	24.5
ELECTRICAL PRODUCTS	2	1,725	3.2	33.8	2	1,725	3.2	33.8	1	201	6.8	65.0
NON-METALLIC MINERALS	6	3,190	4.3	46.1	5	2,683	4.4	45.4	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	1	507	3.5	50.0
CHEMICALS	1	275	5.0	42.5	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	2	440	3.1	28.3	2	440	3.1	28.3	1	275	5.0	42.5
NON-MANUFACTURING(EXCL CONST)	94	55,985	4.7	44.2	6	5,576	3.7	43.8	88	50,409	4.9	44.3
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	4	3,156	2.5	27.6	3	2,881	2.3	24.4	1	275	5.0	61.0
TRANSPORTATION	2	990	3.0	31.7	-	-	-	-	2	990	3.0	31.7
STORAGE	1	1,700	5.7	75.0	1	1,700	5.7	75.0	-	-	-	-
COMMUNICATIONS	1	208	18.6	124.4	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	4	2,021	5.4	52.8	1	767	5.0	53.5	1	208	18.6	124.4
WHOLESALE TRADE	-	-	-	-	-	-	-	-	3	1,254	5.6	52.4
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	2	1,450	4.6	30.4	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	44	19,564	4.6	46.5	1	228	2.1	24.9	2	1,450	4.6	30.4
HEALTH, WELFARE SERVICES ..	5	1,670	4.1	33.6	-	-	-	-	43	19,336	4.6	46.7
RECREATIONAL SERVICES	1	450	5.5	73.0	-	-	-	-	5	1,670	4.1	33.6
MANAGEMENT SERVICES	2	855	5.2	45.0	-	-	-	-	1	450	5.5	73.0
PERSONAL SERVICES	6	5,470	4.9	21.5	-	-	-	-	2	855	5.2	45.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	6	5,470	4.9	21.5
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	22	18,451	5.1	48.7	-	-	-	-	22	18,451	5.1	48.7

AVERAGE ANNUAL INCREASES IN BASE WAGES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

- 5 -

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	79	45,637	4.6	44.2		55	57,439	3.2	49.8		46	37,955	2.6	25.3	
ALL INDUSTRIES (EXCL CONST).	78	45,237	4.6	44.6		36	15,423	4.8	48.0		46	37,955	2.6	25.3	
MANUFACTURING	2	1,217	5.1	30.5		25	8,803	4.1	41.0		39	32,610	2.3	25.9	
FOOD, BEVERAGES	-	-	-	-		10	3,498	4.0	42.1		1	335	6.8	60.0	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	282	0.0	0.0		1	450	1.6	16.7	
LEATHER	-	-	-	-		1	220	5.8	40.0		-	-	-	-	
TEXTILES	-	-	-	-		1	356	6.1	41.5		2	1,033	4.4	39.9	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		1	202	3.8	16.7	
WOOD	-	-	-	-		-	-	-	-		1	250	5.7	62.7	
FURNITURE, FIXTURES	-	-	-	-		2	435	2.7	19.6		1	294	0.0	0.0	
PAPER	-	-	-	-		-	-	-	-		8	3,016	3.7	48.5	
PRINTING, PUBLISHING	1	1,000	6.1	35.0		2	1,594	5.0	45.5		1	305	7.2	63.7	
PRIMARY METALS	1	217	0.9	10.0		1	475	4.5	58.0		7	18,906	1.5	18.3	
FABRICATED METALS	-	-	-	-		-	-	-	-		6	1,750	2.3	28.3	
MACHINERY	-	-	-	-		1	270	2.5	24.5		1	661	0.0	0.0	
TRANSPORTATION EQUIP	-	-	-	-		2	434	3.1	30.1		2	1,017	2.3	25.9	
ELECTRICAL PRODUCTS	-	-	-	-		-	-	-	-		2	1,725	3.2	33.8	
NON-METALLIC MINERALS	-	-	-	-		2	759	3.6	50.8		4	2,431	4.4	44.7	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		1	275	5.0	42.5		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	205	6.1	55.0		1	235	0.4	5.0	
NON-MANUFACTURING (EXCL CONST)	76	44,020	4.6	45.0		11	6,620	5.6	57.3		7	5,345	4.7	22.0	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	2	2,106	2.4	24.8		1	625	3.7	43.0		1	425	1.5	18.3	
TRANSPORTATION	2	990	3.0	31.7		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		1	1,700	5.7	75.0		-	-	-	-	
COMMUNICATIONS	-	-	-	-		1	208	18.6	124.4		-	-	-	-	
ELECTRIC, GAS, WATER	2	590	4.7	33.2		2	1,431	5.6	60.9		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	41	18,906	4.6	46.6		1	1,200	4.9	31.5		1	250	3.4	25.0	
HEALTH, WELFARE SERVICES	5	1,670	4.1	33.6		3	658	4.7	41.6		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	1	507	5.0	49.0		1	450	5.5	73.0		-	-	-	-	
PERSONAL SERVICES	1	800	4.3	18.0		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		5	4,670	5.0	22.2	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	22	18,451	5.1	48.7		-	-	-	-		-	-	-	-	
CONSTRUCTION	1	400	0.0	0.0		19	42,016	2.6	50.5		-	-	-	-	

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	2	2,048	1.9	18.4		13	6,454	3.9	46.9		27	28,127	1.9	21.8	
ALL INDUSTRIES (EXCL CONST).	2	2,048	1.9	18.4		13	6,454	3.9	46.9		27	28,127	1.9	21.8	
MANUFACTURING	1	217	0.9	10.0		9	3,134	2.9	32.4		26	27,702	1.9	21.8	
FOOD, BEVERAGES	-	-	-	-		4	1,937	3.4	38.9		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		1	282	0.0	0.0		1	450	1.6	16.7	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		1	233	5.4	32.7	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		1	225	0.7	7.5		1	294	0.0	0.0	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	1	217	0.9	10.0		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		7	18,906	1.5	18.3	
MACHINERY	-	-	-	-		-	-	-	-		6	1,750	2.3	28.3	
TRANSPORTATION EQUIP	-	-	-	-		-	-	-	-		1	661	0.0	0.0	
ELECTRICAL PRODUCTS	-	-	-	-		1	233	0.0	0.0		2	1,017	2.3	25.9	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		2	1,725	3.2	33.8	
PETROLEUM, OIL	-	-	-	-		1	252	3.8	52.5		4	2,431	4.4	44.7	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		1	205	6.1	55.0		1	235	0.4	5.0	
NON-MANUFACTURING(EXCL CONST)	1	1,831	2.0	19.4		4	3,320	4.9	60.6		1	425	1.5	18.3	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	1	1,831	2.0	19.4		1	625	3.7	43.0		1	425	1.5	18.3	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		1	1,700	5.7	75.0		-	-	-	-	
COMMUNICATIONS	-	-	-	-		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		1	767	5.0	53.5		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	-	-	-	-		1	228	2.1	24.9		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR			
ALL INDUSTRIES (INCL CONST).	77	43,589	4.7	45.4	42	50,985	3.1	50.2	19	9,828	4.6	35.4			
ALL INDUSTRIES (EXCL CONST).	76	43,189	4.8	45.8	23	8,969	5.4	48.7	19	9,828	4.6	35.4			
MANUFACTURING	1	1,000	6.1	35.0	16	5,669	4.8	45.7	13	4,908	4.3	48.6			
FOOD, BEVERAGES	-	-	-	-	6	1,561	4.7	45.9	1	335	6.8	60.0			
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-			
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-			
LEATHER	-	-	-	-	1	220	5.8	40.0	-	-	-	-			
TEXTILES	-	-	-	-	1	356	6.1	41.5	1	800	4.1	42.0			
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-			
CLOTHING	-	-	-	-	-	-	-	-	1	202	3.8	16.7			
WOOD	-	-	-	-	-	-	-	-	1	250	5.7	62.7			
FURNITURE, FIXTURES	-	-	-	-	1	210	4.8	32.5	-	-	-	-			
PAPER	-	-	-	-	-	-	-	-	8	3,016	3.7	48.5			
PRINTING, PUBLISHING	1	1,000	6.1	35.0	2	1,594	5.0	45.5	1	305	7.2	63.7			
PRIMARY METALS	-	-	-	-	1	475	4.5	58.0	-	-	-	-			
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-			
MACHINERY	-	-	-	-	1	270	2.5	24.5	-	-	-	-			
TRANSPORTATION EQUIP	-	-	-	-	1	201	6.8	65.0	-	-	-	-			
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-			
NON-METALLIC MINERALS	-	-	-	-	1	507	3.5	50.0	-	-	-	-			
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-			
CHEMICALS	-	-	-	-	1	275	5.0	42.5	-	-	-	-			
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-			
NON-MANUFACTURING (EXCL CONST)	75	42,189	4.7	46.1	7	3,300	6.4	53.9	6	4,920	4.9	22.3			
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-			
MINING, QUARRYING	1	275	5.0	61.0	-	-	-	-	-	-	-	-			
TRANSPORTATION	2	990	3.0	31.7	-	-	-	-	-	-	-	-			
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-			
COMMUNICATIONS	-	-	-	-	1	208	18.6	124.4	-	-	-	-			
ELECTRIC, GAS, WATER	2	590	4.7	33.2	1	664	6.3	69.5	-	-	-	-			
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-			
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-			
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-			
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-			
EDUCATION, RELATED SERVICE	41	18,906	4.6	46.6	2	430	6.0	50.4	1	250	3.4	25.0			
HEALTH, WELFARE SERVICES	5	1,670	4.1	33.6	-	-	-	-	-	-	-	-			
RECREATIONAL SERVICES	-	-	-	-	1	450	5.5	73.0	-	-	-	-			
MANAGEMENT SERVICES	1	507	5.0	49.0	1	348	5.5	39.1	-	-	-	-			
PERSONAL SERVICES	1	800	4.3	18.0	-	-	-	-	5	4,670	5.0	22.2			
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-			
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-			
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-			
LOCAL ADMINISTRATION	22	18,451	5.1	48.7	-	-	-	-	-	-	-	-			
CONSTRUCTION	1	400	0.0	0.0	19	42,016	2.6	50.5	-	-	-	-			

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	180	2	77	13	42	27	19
NUMBER OF EMPLOYEES AFFECTED	141,031	2,048	43,589	6,454	50,985	28,127	9,828
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	2.8	2.7	4.7	4.4	1.8	0.9	4.1
SECOND 12 MONTHS OF AGREEMENT	3.7	0.0	-	3.5	4.5	2.2	4.6
THIRD 12 MONTHS OF AGREEMENT	3.2	-	-	-	-	2.5	5.3
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	3.5	1.9	4.7	3.9	3.1	1.9	4.6
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	29.5	25.6	45.4	52.0	24.7	9.1	27.4
SECOND 12 MONTHS OF AGREEMENT	53.5	0.0	-	42.1	75.6	26.0	34.9
THIRD 12 MONTHS OF AGREEMENT	33.9	-	-	-	-	30.0	44.8
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	41.4	18.4	45.4	46.9	50.2	21.8	35.4

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	2.8	3.7	3.2	-	4.6	0.0	2.1	4.3	-	1.8	2.9	3.2	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	3.6	3.3	3.2	-	4.7	0.0	4.8	4.7	-	1.8	2.9	3.2	-	-	-	-
MANUFACTURING	1.9	3.0	3.0	-	5.1	-	3.5	4.7	-	1.3	2.5	3.0	-	-	-	-
FOOD, BEVERAGES	3.7	4.9	6.8	-	-	-	3.3	4.8	-	7.3	6.4	6.8	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	0.0	1.5	2.5	-	-	-	0.0	0.0	-	0.0	2.5	2.5	-	-	-	-
LEATHER	6.4	5.2	-	-	-	-	6.4	5.2	-	-	-	-	-	-	-	-
TEXTILES	4.4	4.1	5.9	-	-	-	6.6	5.7	-	3.7	3.5	5.9	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2.4	3.4	5.6	-	-	-	-	-	-	2.4	3.4	5.6	-	-	-	-
WOOD	6.0	5.0	6.0	-	-	-	-	-	-	6.0	5.0	6.0	-	-	-	-
FURNITURE, FIXTURES	1.5	1.7	0.0	-	-	-	2.6	2.8	-	-	0.0	0.0	-	-	-	-
PAPER	2.2	4.0	5.0	-	-	-	-	-	-	2.2	4.0	5.0	-	-	-	-
PRINTING, PUBLISHING	5.0	6.0	8.7	-	6.1	-	4.0	6.0	-	7.0	6.0	8.7	-	-	-	-
PRIMARY METALS	0.2	2.1	2.4	-	0.9	-	5.0	4.0	-	0.1	2.0	2.4	-	-	-	-
FABRICATED METALS	1.0	2.8	3.0	-	-	-	-	-	-	1.0	2.8	3.0	-	-	-	-
MACHINERY	0.0	1.5	0.0	-	-	-	0.0	5.0	-	0.0	0.0	0.0	-	-	-	-
TRANSPORTATION EQUIP	2.5	2.3	2.7	-	-	-	3.2	3.0	-	2.1	2.0	2.7	-	-	-	-
ELECTRICAL PRODUCTS	5.3	2.4	2.0	-	-	-	-	-	-	5.3	2.4	2.0	-	-	-	-
NON-METALLIC MINERALS	3.9	4.6	4.5	-	-	-	2.1	5.2	-	4.5	4.4	4.5	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.5	4.4	-	-	-	-	5.5	4.4	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	2.9	2.8	1.3	-	-	-	6.3	6.0	-	0.0	0.0	1.3	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.9	4.2	4.8	-	4.6	0.0	6.6	4.7	-	4.5	4.9	4.8	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2.7	1.2	2.4	-	3.2	0.0	3.2	4.3	-	0.0	2.1	2.4	-	-	-	-
TRANSPORTATION	3.0	-	-	-	3.0	-	-	-	-	-	-	-	-	-	-	-
STORAGE	7.8	3.6	-	-	-	-	7.8	3.6	-	-	-	-	-	-	-	-
COMMUNICATIONS	31.3	7.1	-	-	-	-	31.3	7.1	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.6	5.4	-	-	4.7	-	5.9	5.4	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	4.8	5.0	5.3	-	-	-	4.8	5.0	-	4.9	4.9	5.3	-	-	-	-
EDUCATION, RELATED SERVICES	4.6	5.1	-	-	4.6	-	4.5	5.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	4.4	-	-	-	4.4	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	6.0	5.0	-	-	-	-	6.0	5.0	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	5.4	5.0	-	-	5.0	-	6.0	5.0	-	-	-	-	-	-	-	-
PERSONAL SERVICES	4.7	5.1	5.0	-	3.5	-	-	-	-	4.9	5.1	5.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.1	-	-	-	5.1	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	1.1	4.2	-	-	0.0	-	1.1	4.2	-	-	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	1.6	2.3	2.5	-	2.7	0.0	4.4	3.5	-	0.9	2.2	2.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	1.6	2.3	2.5	-	2.7	0.0	4.4	3.5	-	0.9	2.2	2.5	-	-	-	-
MANUFACTURING	1.1	2.3	2.5	-	0.9	-	2.8	2.9	-	1.0	2.2	2.5	-	-	-	-
FOOD, BEVERAGES	3.6	3.3	-	-	-	-	3.6	3.3	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	0.0	1.5	2.5	-	-	-	0.0	0.0	-	0.0	2.5	2.5	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	6.0	5.0	5.0	-	-	-	-	-	-	6.0	5.0	5.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	0.0	0.6	0.0	-	-	-	0.0	1.4	-	0.0	0.0	0.0	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	0.9	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	0.1	2.0	2.4	-	-	-	-	-	-	0.1	2.0	2.4	-	-	-	-
FABRICATED METALS	1.0	2.8	3.0	-	-	-	-	-	-	1.0	2.8	3.0	-	-	-	-
MACHINERY	0.0	0.0	0.0	-	-	-	-	-	-	0.0	0.0	0.0	-	-	-	-
TRANSPORTATION EQUIP	1.7	1.6	2.7	-	-	-	0.0	0.0	-	2.1	2.0	2.7	-	-	-	-
ELECTRICAL PRODUCTS	5.3	2.4	2.0	-	-	-	-	-	-	5.3	2.4	2.0	-	-	-	-
NON-METALLIC MINERALS	4.3	4.5	4.5	-	-	-	2.6	5.1	-	4.5	4.4	4.5	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	2.9	2.8	1.3	-	-	-	6.3	6.0	-	0.0	0.0	1.3	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.5	2.5	2.4	-	2.9	0.0	5.9	4.0	-	0.0	2.1	2.4	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	2.5	1.2	2.4	-	2.9	0.0	3.2	4.3	-	0.0	2.1	2.4	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	7.8	3.6	-	-	-	-	7.8	3.6	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.0	5.0	-	-	-	-	5.0	5.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	2.2	2.8	-	-	-	-	2.2	2.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	3.2	4.5	5.3	-	4.7	-	-	-	1.8	4.5	-	-	4.1	4.6	5.3	-
ALL INDUSTRIES (EXCL CONST) ..	4.7	5.1	5.3	-	4.8	-	-	-	5.2	5.6	-	-	4.1	4.6	5.3	-
MANUFACTURING	3.8	5.0	5.6	-	6.1	-	-	-	3.9	5.7	-	-	3.2	4.1	5.6	-
FOOD, BEVERAGES	3.8	6.6	6.8	-	-	-	-	-	3.0	6.6	-	-	7.3	6.4	6.8	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	6.4	5.2	-	-	-	-	-	-	6.4	5.2	-	-	-	-	-	-
TEXTILES	4.1	3.9	6.2	-	-	-	-	-	6.6	5.7	-	-	3.0	3.0	6.2	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2.4	3.4	5.6	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	6.0	5.0	6.0	-	-	-	-	-	-	-	-	-	2.4	3.4	5.6	-
FURNITURE, FIXTURES	5.3	4.3	-	-	-	-	-	-	-	-	-	-	6.0	5.0	6.0	-
PAPER	2.2	4.0	5.0	-	-	-	-	-	5.3	4.3	-	-	-	-	-	-
PRINTING, PUBLISHING	5.0	6.0	8.7	-	6.1	-	-	-	4.0	6.0	-	-	2.2	4.0	5.0	-
PRIMARY METALS	5.0	4.0	-	-	-	-	-	-	5.0	4.0	-	-	7.0	6.0	8.7	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	0.0	5.0	-	-	-	-	-	-	0.0	5.0	-	-	-	-	-	-
TRANSPORTATION EQUIP	7.0	6.6	-	-	-	-	-	-	7.0	6.6	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	1.8	5.3	-	-	-	-	-	-	1.8	5.3	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	5.5	4.4	-	-	-	-	-	-	5.5	4.4	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.9	5.2	5.0	-	4.7	-	-	-	7.3	5.5	-	-	4.9	5.1	5.0	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	5.0	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	3.0	-	-	-	3.0	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	31.3	7.1	-	-	-	-	-	-	31.3	7.1	-	-	-	-	-	-
ELECTRIC, GAS, WATER	5.9	5.7	-	-	4.7	-	-	-	7.0	5.7	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	4.8	5.0	5.3	-	-	-	-	-	4.8	5.0	-	-	4.9	4.9	5.3	-
EDUCATION, RELATED SERVICES ..	4.6	6.3	-	-	4.6	-	-	-	5.8	6.3	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	4.4	-	-	-	4.4	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	6.0	5.0	-	-	-	-	-	-	6.0	5.0	-	-	-	-	-	-
MANAGEMENT SERVICES	5.4	5.0	-	-	5.0	-	-	-	6.0	5.0	-	-	-	-	-	-
PERSONAL SERVICES	4.7	5.1	5.0	-	3.5	-	-	-	-	-	-	-	4.9	5.1	5.0	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	5.1	-	-	-	5.1	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	1.1	4.2	-	-	0.0	-	-	-	1.1	4.2	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS
ALL INDUSTRIES (INCL CONST)...	29.5	53.5	33.9	-	44.5	0.0	27.8	71.8	13.9	28.3
ALL INDUSTRIES (EXCL CONST)...	33.3	33.2	33.9	-	44.9	0.0	46.9	49.1	13.9	28.3
MANUFACTURING	17.6	33.3	35.4	-	30.5	-	33.1	48.8	12.9	29.1
FOOD, BEVERAGES	35.0	51.9	64.0	-	-	-	32.6	51.5	60.0	56.0
TOBACCO	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	0.0	15.4	25.0	-	-	-	0.0	0.0	0.0	25.0
LEATHER	43.0	37.0	-	-	-	-	43.0	37.0	-	-
TEXTILES	34.2	33.3	57.6	-	-	-	43.0	40.0	31.1	31.0
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-
CLOTHING	10.0	15.0	25.0	-	-	-	-	-	10.0	15.0
WOOD	63.0	55.0	70.0	-	-	-	-	-	63.0	55.0
FURNITURE, FIXTURES	10.1	13.3	0.0	-	-	-	16.9	22.2	0.0	0.0
PAPER	27.9	50.9	66.8	-	-	-	-	-	27.9	50.9
PRINTING, PUBLISHING	37.7	55.1	80.8	-	35.0	-	35.5	55.5	57.5	52.7
PRIMARY METALS	2.1	25.5	29.6	-	10.0	-	63.0	53.0	0.5	24.8
FABRICATED METALS	10.3	33.6	37.7	-	-	-	-	-	10.3	33.6
MACHINERY	0.0	14.2	0.0	-	-	-	0.0	49.0	0.0	0.0
TRANSPORTATION EQUIP	24.9	25.0	32.0	-	-	-	30.1	30.1	22.7	22.9
ELECTRICAL PRODUCTS	54.1	25.6	21.7	-	-	-	-	-	54.1	25.6
NON-METALLIC MINERALS	39.6	50.9	47.1	-	-	-	28.3	73.3	43.1	43.8
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-
CHEMICALS	46.0	39.0	-	-	-	-	46.0	39.0	-	-
MISCELLANEOUS MFG	25.6	25.6	15.0	-	-	-	55.0	55.0	0.0	0.0
NON-MANUFACTURING (EXCL CONST)	45.3	32.8	24.5	-	45.3	0.0	65.3	49.5	19.8	23.2
FORESTRY	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	28.4	14.5	30.0	-	31.9	0.0	36.0	50.0	0.0	25.0
TRANSPORTATION	31.7	-	-	-	31.7	-	-	-	-	-
STORAGE	100.0	50.0	-	-	-	-	100.0	50.0	-	-
COMMUNICATIONS	191.6	57.3	-	-	-	-	191.6	57.3	-	-
ELECTRIC, GAS, WATER	53.7	59.6	-	-	33.2	-	62.2	59.6	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	30.9	33.3	40.0	-	-	-	30.0	33.0	35.0	35.0
EDUCATION, RELATED SERVICES	46.4	46.8	-	-	46.6	-	39.2	46.8	-	-
HEALTH, WELFARE SERVICES	36.1	-	-	-	36.1	-	-	-	-	-
RECREATIONAL SERVICES	77.0	69.0	-	-	49.0	-	77.0	69.0	-	-
MANAGEMENT SERVICES	45.9	36.7	23.2	-	15.0	-	41.5	36.7	20.8	22.4
PERSONAL SERVICES	19.9	22.4	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	48.7	-	-	-	48.7	-	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	33.6	69.0	44.8	-	45.4	-	24.7	75.6	-	27.4	34.9	44.8	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	42.6	44.1	44.8	-	45.9	-	43.3	54.2	-	27.4	34.9	44.8	-	-	-	-
MANUFACTURING	33.9	52.4	65.6	-	35.0	-	34.2	57.2	-	33.3	46.8	65.6	-	-	-	-
FOOD, BEVERAGES	30.0	66.1	64.0	-	-	-	23.6	68.3	-	60.0	56.0	64.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	43.0	37.0	-	-	-	-	43.0	37.0	-	-	-	-	-	-	-	-
TEXTILES	34.0	33.8	65.0	-	-	-	43.0	40.0	-	30.0	31.0	65.0	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	10.0	15.0	25.0	-	-	-	-	-	-	10.0	15.0	25.0	-	-	-	-
WOOD	63.0	55.0	70.0	-	-	-	-	-	-	63.0	55.0	70.0	-	-	-	-
FURNITURE, FIXTURES	35.0	30.0	-	-	-	-	35.0	30.0	-	-	-	-	-	-	-	-
PAPER	27.9	50.9	66.8	-	-	-	35.5	55.5	-	27.9	50.9	66.8	-	-	-	-
PRINTING, PUBLISHING	37.7	55.1	80.8	-	35.0	-	63.0	53.0	-	57.5	52.7	80.8	-	-	-	-
PRIMARY METALS	63.0	53.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	0.0	49.0	-	-	-	-	0.0	49.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	65.0	65.0	-	-	-	-	65.0	65.0	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	25.0	75.0	-	-	-	-	25.0	75.0	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	46.0	39.0	-	-	-	-	46.0	39.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	44.5	33.5	24.1	-	46.1	-	58.8	49.0	-	21.5	23.1	24.1	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	61.0	-	-	-	61.0	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	31.7	-	-	-	31.7	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	191.6	57.3	-	-	-	-	191.6	57.3	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	54.8	65.0	-	-	33.2	-	74.0	65.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	30.9	33.3	40.0	-	-	-	30.0	33.0	-	35.0	35.0	40.0	-	-	-	-
EDUCATION, RELATED SERVICES	46.6	54.1	-	-	46.6	-	46.7	54.1	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	36.1	-	-	-	36.1	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	77.0	69.0	-	-	-	-	77.0	69.0	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	45.9	36.7	-	-	49.0	-	41.5	36.7	-	-	-	-	-	-	-	-
PERSONAL SERVICES	19.9	22.4	23.2	-	15.0	-	-	-	-	20.8	22.4	23.2	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	48.7	-	-	-	48.7	-	-	-	-	-	-	-	-	-	-	-

Table 13

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Second Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Percent						
All Industries						
Total	180	141,031	42	36,629	138	104,402
no increase	8	3,620	4	1,470	4	2,150
decrease	1	230	-	-	1	230
increase	171	137,181	38	35,159	133	102,022
Under 2.0 percent	17	22,333	17	22,333	-	-
2.0 - 2.9 percent	18	41,920	6	5,684	12	36,236
3.0 - 3.9 percent	30	14,405	4	1,888	26	12,517
4.0 - 4.9 percent	24	11,703	1	296	23	11,407
5.0 - 5.9 percent	60	38,455	6	3,547	54	34,908
6.0 - 6.9 percent	16	6,227	3	730	13	5,497
7.0 - 7.9 percent	5	1,930	1	681	4	1,249
8.0 cents and over	1	208	-	-	1	208
Manufacturing						
Total	66	42,630	36	31,053	30	11,577
no increase	4	1,470	4	1,470	-	-
decrease	1	230	-	-	1	230
increase	61	40,930	32	29,583	29	11,347
Under 2.0 percent	16	21,908	16	21,908	-	-
2.0 - 2.9 percent	5	3,895	4	3,625	1	270
3.0 - 3.9 percent	14	5,308	3	1,263	11	4,045
4.0 - 4.9 percent	4	1,781	1	296	3	1,485
5.0 - 5.9 percent	10	3,639	4	1,080	6	2,559
6.0 - 6.9 percent	8	2,919	3	730	5	2,189
7.0 - 7.9 percent	4	1,480	1	681	3	799
8.0 cents and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	114	98,401	6	5,576	108	92,825
no increase	4	2,150	-	-	4	2,150
decrease	-	-	-	-	-	-
increase	110	96,251	6	5,576	104	90,675
Under 2.0 percent	1	425	1	425	-	-
2.0 - 2.9 percent	13	38,025	2	2,059	11	35,966
3.0 - 3.9 percent	16	9,097	1	625	15	8,472
4.0 - 4.9 percent	20	9,922	-	-	20	9,922
5.0 - 5.9 percent	50	34,816	2	2,467	48	32,349
6.0 - 6.9 percent	8	3,308	-	-	8	3,308
7.0 - 7.9 percent	1	450	-	-	1	450
8.0 cents and over	1	208	-	-	1	208

Cont'd

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Second Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Cents-per-hour						
All Industries						
Total	180	141,031	42	36,629	138	104,402
No increase	8	3,620	4	1,470	4	2,150
Decrease	1	230	-	-	1	230
Increase	171	137,181	38	35,159	133	102,022
Under 10.0 cents	2	460	2	460	-	-
10.0 - 19.9 cents	18	24,706	16	23,704	2	1,000
20.0 - 29.9 cents	14	8,657	3	2,053	11	6,600
30.0 - 39.9 cents	29	18,620	5	3,044	24	15,576
40.0 - 49.9 cents	30	12,763	2	921	28	11,842
50.0 - 59.9 cents	47	57,209	5	1,721	42	55,488
60.0 - 69.9 cents	17	8,287	3	1,256	14	7,030
70.0 - 79.9 cents	9	5,157	2	2,000	7	3,150
80.0 cents and over	5	1,322	-	-	5	1,322
Manufacturing						
Total	66	42,630	36	31,053	30	11,577
No increase	4	1,470	4	1,470	-	-
Decrease	1	230	-	-	1	230
Increase	61	40,930	32	29,583	29	11,347
Under 10.0 cents	2	460	2	460	-	-
10.0 - 19.9 cents	15	21,650	14	21,448	1	200
20.0 - 29.9 cents	3	2,095	2	1,825	1	270
30.0 - 39.9 cents	9	4,872	5	3,044	4	1,820
40.0 - 49.9 cents	13	5,855	1	296	12	5,559
50.0 - 59.9 cents	8	2,637	4	954	4	1,680
60.0 - 69.9 cents	8	2,567	3	1,256	5	1,310
70.0 - 79.9 cents	1	300	1	300	-	-
80.0 cents and over	2	494	-	-	2	494
Non-manufacturing, including construction						
Total	114	98,401	6	5,576	108	92,825
No increase	4	2,150	-	-	4	2,150
Decrease	-	-	-	-	-	-
Increase	110	96,251	6	5,576	104	90,675
Under 10.0 cents	-	-	-	-	-	-
10.0 - 19.9 cents	3	3,056	2	2,256	1	800
20.0 - 29.9 cents	11	6,562	1	228	10	6,334
30.0 - 39.9 cents	20	13,748	-	-	20	13,748
40.0 - 49.9 cents	17	6,908	1	625	16	6,283
50.0 - 59.9 cents	39	54,572	1	767	38	53,805
60.0 - 69.9 cents	9	5,720	-	-	9	5,720
70.0 - 79.9 cents	8	4,857	1	1,700	7	3,157
80.0 cents and over	3	828	-	-	3	828

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, 1984

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

August 1985



Hon William Wrye
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7-9 provide information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto
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Wage Developments in Collective Bargaining Settlements in Ontario, 1984

Settlements were negotiated during 1984 in 574 collective agreements covering 200 or more Ontario employees. A total of 514,291 employees were affected, primarily in the construction, transportation equipment and primary metal industries, education and health and welfare services, retail trade, and provincial and local government.

Wage Adjustments

The 574 settlements provided increases on base wage rates averaging 3.9 percent annually over the term of the agreements, the lowest since 1981. Annual increases reached a high in that year and have declined steadily since. (See Chart 1 and Table 6).

Of the 514,291 employees covered by the 1984 settlements, 26,715 received no wage increases over the term of the 32 agreements involved. (See Table 5). Another 59,190 employees, covered by 41 agreements, received no increases in the first or first and second years of the agreements, but had subsequent increases that averaged 3.9 percent per year.

The predominant increases in the 1984 settlements averaged 5.0-5.9 percent a year, and were received by 26 percent of the employees in 36 percent of the agreements. (See Table 5). The majority of the employees, 59 percent, received increases averaging less than 5 percent a year in 47 percent of the agreements. Only 10 percent of the employees, covered by 11 percent of the agreements, gained increases averaging 6 percent or more a year.

Manufacturing. The 1984 settlements affected 150,423 employees under 202 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.0 percent a year. However, 12,453 of the employees, covered by 19 agreements in food and beverage, rubber, textiles, fabricated metals, machinery and transportation equipment, received no increases. (See Table 5). Seventy-three percent of those who received increases had adjustments averaging less than 4.0 percent a year.

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 4.6 percent a year. About 13,900 employees received no increases under 13 agreements in mining, transportation, communications, retail trade and education. Sixty-nine percent of those who obtained increases had adjustments averaging 4.0-5.9 percent a year.

Construction settlements provided increases averaging 2.7 percent a year, with 87 percent of the employees covered gaining adjustments of 2.0-2.9 percent. Increases in both construction and other non-manufacturing settlements combined averaged 4.2 percent a year.

Public and private sectors. The 1984 settlements involved 280 agreements covering 240,559 employees in general federal, provincial, and local government employment; education and related services; health and welfare services; administrative boards and related institutions; and government enterprises. Increases in these agreements averaged 5.0 percent a year, with 73 percent of the employees receiving annual adjustments of 4.0-5.9 percent. (See Tables 5 and 6).

Increases in the 294 private sector agreements averaged 2.9 percent a year. Of the 273,732 employees affected, 24,223 covered by 28 agreements, received no increases. Of those who received increases, 76 percent had adjustments averaging less than 4.0 a year.

Cost-of-Living Clauses

Cost-of-living (COLA) clauses were contained in 99 of the 1984 settlements, covering 117,320 employees mostly under agreements in the transportation equipment and primary metal industries. (See Tables 1 and 6). Increases in these COLA agreements averaged 2.2 percent a year. About 7,974 employees covered by 15 agreements received no increases over the term of the agreements. Another 33,802 employees under 23 agreements received no increases in one or two years of the agreements. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 475 agreements without COLA clauses provided increases averaging 4.3 percent a year. Of the 396,971 employees covered, 18,741 under 17 agreements received no increases, and 25,388 covered by 18 agreements obtained no increases in the first or second year of the agreements.

Negotiations

The 1984 settlements were reached in an average of just over 4 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. Forty-nine percent of the settlements covering 38 percent of the employees were concluded in 1-3 months. (See Table 7). Another 35 percent covering 37 percent of the employees were completed in 4-6 months. Negotiations lasted more than 9 months in just over 4 percent of the agreements covering 8 percent of the employees.

Negotiations of private sector agreements took less time to reach settlements than negotiations of public sector agreements. They lasted an average of 3 1/2 months, compared with an average of almost 5 months for public sector agreements. Ninety-two percent of the private sector settlements covering 90 percent of the employees were concluded in 6 months or less, compared with 75 percent of the public sector settlements covering 60 percent of the employees. Only 5 private sector settlements covering 3,484 employees took more than 9 months to be concluded, compared with 19 public sector settlements covering 38,019 employees.

About 37 percent of the settlements covering 32 percent of the employees were reached by parties themselves without outside assistance. (See Table 8). More public sector settlements were concluded at this stage than private sector settlements. Forty-eight percent of the negotiations covering 52 percent of the employees required government assistance before settlements were reached, including 38 covering 54,397 employees that involved work stoppages.

Chart 1

Average Annual Increases in Base Wage Rates
in Settlements of Collective Agreements Covering
200 or More Employees, 1980-1984

Percent

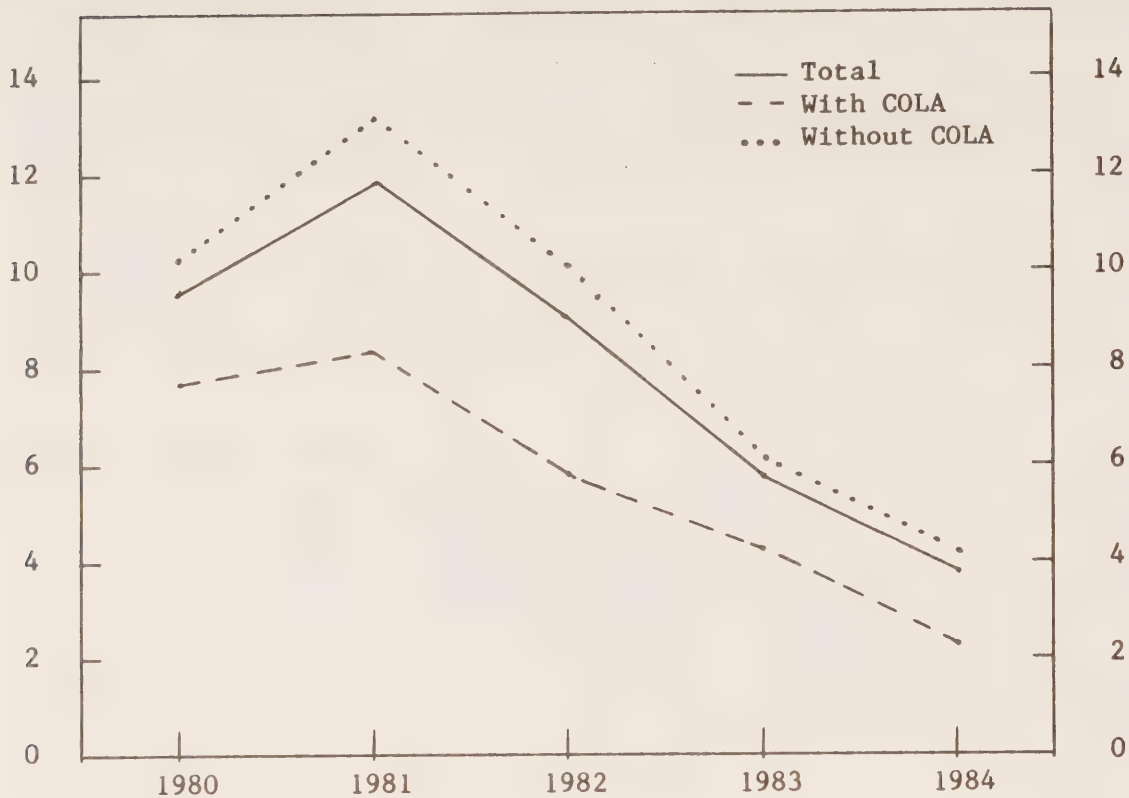


Chart 2

Average Annual Increases in Base Wage Rates in Settlements
of Private and Public Sector Collective Agreements Covering
200 or More Employees, 1980-1984

Percent

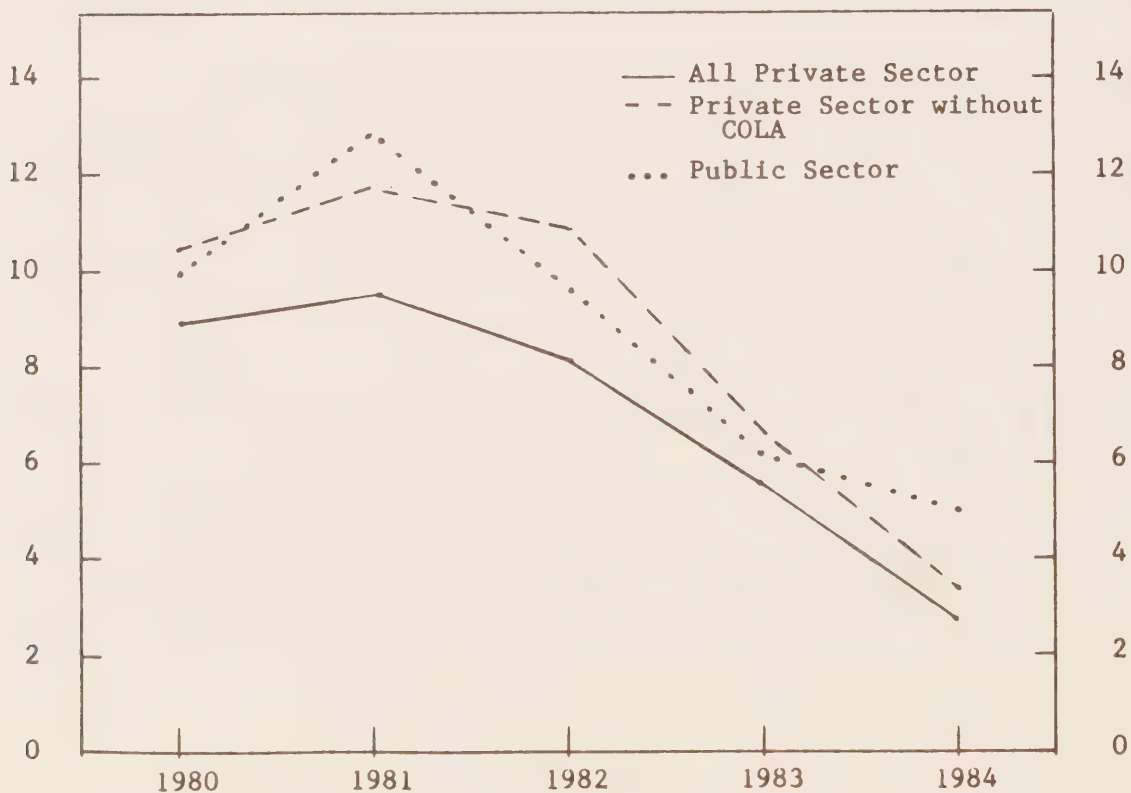


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, 1984

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	574	514,291	3.9	99	117,320	2.2	475	396,971	4.3
Industries, excluding construction	535	445,475	4.1	99	117,320	2.2	436	328,155	4.7
Manufacturing	202	150,423	3.0	84	97,925	2.2	118	52,498	4.4
Food, Beverages	25	11,720	3.1	7	2,694	4.1	18	9,026	2.8
Tobacco	2	1,213	8.2	-	-	-	2	1,213	8.2
Textile, Apparel, Plastics	4	1,622	1.2	4	1,622	1.2	-	-	-
Chemical	5	1,778	4.4	-	-	-	5	1,778	4.4
Metals	8	4,165	4.1	1	233	5.4	7	3,932	4.0
Printing Mills	1	310	10.7	-	-	-	1	310	10.7
Other	5	1,852	4.8	-	-	-	5	1,852	4.8
Food	5	1,249	4.7	-	-	-	5	1,249	4.7
Furniture, Fixtures	9	2,549	4.4	2	519	0.3	7	2,030	5.5
Other	24	12,402	3.9	-	-	-	24	12,402	3.9
Printing, Publishing	6	3,487	5.8	-	-	-	6	3,487	5.8
Primary Metals	18	22,655	1.6	16	21,922	1.5	2	733	4.7
Refined Metals	17	4,819	2.0	13	3,841	1.6	4	978	3.6
Ministry	8	3,358	1.5	4	2,104	0.3	4	1,254	3.4
Transportation Equipment	24	58,031	2.4	16	55,036	2.2	8	2,995	4.9
Electrical Products	10	4,573	4.1	8	3,979	3.8	2	594	5.9
Non-metallic Minerals	12	6,035	4.1	9	4,845	4.0	3	1,190	4.6
Petroleum, Oil	4	1,276	4.5	-	-	-	4	1,276	4.5
Chemicals	10	4,472	5.3	2	690	2.1	8	3,782	5.9
Miscellaneous Mfg.	5	2,857	5.2	2	440	3.1	3	2,417	5.5
Non-manufacturing, excluding construction	333	295,052	4.6	15	19,395	2.5	318	275,657	4.7
Industry	5	2,472	3.8	-	-	-	5	2,472	3.8
Mining, Quarrying	10	8,158	1.9	9	7,883	1.8	1	275	5.0
Transportation	13	12,115	4.7	-	-	-	13	12,115	4.7
Storage	1	1,700	5.7	1	1,700	5.7	-	-	-
Communications	5	9,489	2.6	2	8,425	2.3	3	1,064	4.8
Electric, Gas, Water	9	18,900	4.6	1	767	5.0	8	18,133	4.6
Retail Trade	1	235	5.5	-	-	-	1	235	5.5
Wholesale Trade	18	35,049	2.1	-	-	-	18	35,049	2.1
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	4	2,490	4.8	-	-	-	4	2,490	4.8
Education, Related Services ..	115	79,999	4.6	1	228	2.1	114	79,771	4.7
Health, Welfare Services	66	26,964	5.3	-	-	-	66	26,964	5.3
Recreational Services	3	1,000	4.9	-	-	-	3	1,000	4.9
Management Services	7	2,623	5.0	1	392	4.5	6	2,231	5.1
Personal Services	10	7,217	4.9	-	-	-	10	7,217	4.9
Miscellaneous Services	1	250	5.0	-	-	-	1	250	5.0
General Administration	4	3,257	4.4	-	-	-	4	3,257	4.4
Provincial Administration	9	47,217	6.4	-	-	-	9	47,217	6.4
Local Administration	52	35,917	5.0	-	-	-	52	35,917	5.0
Construction	39	68,816	2.7	-	-	-	39	68,816	2.7

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	278	235,794	5.0	172	155,309	3.1	124	123,188	2.0
All industries, excluding construction	277	235,394	5.0	134	86,893	3.5	124	123,188	2.0
Manufacturing	19	7,540	4.3	83	35,489	4.0	100	107,394	2.0
Food, Beverages	2	925	4.8	18	9,375	2.5	5	1,420	5.0
Tobacco	-	-	-	2	1,213	8.2	-	-	-
Rubber, Plastics	-	-	-	1	282	0.0	3	1,340	1.0
Leather	-	-	-	5	1,778	4.4	-	-	-
Textiles	1	230	0.0	3	1,998	3.7	4	1,937	4.0
Knitting Mills	-	-	-	1	310	10.7	-	-	-
Clothing	-	-	-	4	1,650	4.9	1	202	3.0
Wood	-	-	-	2	489	4.2	3	760	5.0
Furniture, Fixtures	1	279	3.9	5	1,428	4.9	3	842	3.0
Paper	-	-	-	2	667	6.0	22	11,735	3.0
Printing, Publishing	2	1,269	6.6	3	1,913	5.0	1	305	7.0
Primary Metals	1	217	0.9	3	1,033	4.2	14	21,405	1.0
Fabricated Metals	2	494	2.2	5	1,438	1.7	10	2,887	2.0
Machinery	1	488	0.0	5	1,753	2.4	2	1,117	0.0
Transportation Equipment	1	750	0.0	9	3,628	4.1	14	53,653	2.0
Electrical Products	-	-	-	5	1,875	5.1	5	2,698	3.0
Non-Metallic Minerals	1	360	5.0	3	1,082	4.2	8	4,593	4.0
Petroleum, Oil	4	1,276	4.5	-	-	-	-	-	-
Chemicals	3	1,252	8.0	5	2,530	4.8	2	690	2.0
Miscellaneous Mfg.	-	-	-	2	1,047	6.4	3	1,810	4.0
Non-manufacturing, excluding construction	258	227,854	5.0	51	51,404	3.1	24	15,794	3.0
Forestry	-	-	-	-	-	-	5	2,472	3.0
Mining, Quarrying	2	2,106	2.4	3	1,309	2.3	5	4,743	1.0
Transportation	6	9,437	4.8	2	526	5.0	5	2,152	4.0
Storage	-	-	-	1	1,700	5.7	-	-	-
Communications	2	8,256	2.4	2	808	4.8	1	425	2.0
Electric, Gas, Water	7	17,469	4.5	2	1,431	5.6	-	-	-
Wholesale Trade	-	-	-	1	235	5.5	-	-	-
Retail Trade	1	1,200	0.0	17	33,849	2.2	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	1	370	5.0	2	1,870	4.9	1	250	3.0
Education, Related Services ..	110	78,172	4.7	5	1,827	3.5	-	-	-
Health, Welfare Services	62	24,626	5.1	4	2,338	6.8	-	-	-
Recreational Services	2	550	4.4	1	450	5.5	-	-	-
Management Services	4	1,533	5.0	2	740	5.0	1	350	5.0
Personal Services	2	1,115	3.9	2	700	5.5	6	5,402	5.0
Miscellaneous Services	-	-	-	1	250	5.0	-	-	-
Federal Administration	3	1,596	4.2	1	1,661	4.7	-	-	-
Provincial Administration	9	47,217	6.4	-	-	-	-	-	-
Local Administration	47	34,207	5.0	5	1,710	4.8	-	-	-
Construction	1	400	0.0	38	68,416	2.7	-	-	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	5	11,286	2.0	29	12,757	3.4	65	93,277	2.1
Industries, excluding construction	5	11,286	2.0	29	12,757	3.4	65	93,277	2.1
Manufacturing	3	1,455	0.1	22	8,361	3.0	59	88,109	2.1
Food, Beverages	-	-	-	5	2,165	3.9	2	529	4.8
Tobacco	-	-	-	-	-	-	-	-	-
Textile, Rubber, Plastics	-	-	-	1	282	0.0	3	1,340	1.5
Leather	-	-	-	-	-	-	-	-	-
Chemical Products	-	-	-	-	-	-	1	233	5.4
Printing Mills	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	1	217	0.9	1	300	3.0	14	21,405	1.5
Refined Metals	-	-	-	3	954	0.0	10	2,887	2.2
Machinery	1	488	0.0	1	499	0.0	2	1,117	0.6
Transportation Equipment	1	750	0.0	5	2,198	3.4	10	52,088	2.2
Electrical Products	-	-	-	3	1,281	4.7	5	2,698	3.3
Non-metallic Minerals	-	-	-	1	252	3.8	8	4,593	4.0
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	2	690	2.1
Miscellaneous Mfg.	-	-	-	1	205	6.1	1	235	0.4
Non-manufacturing, excluding construction	2	9,831	2.2	7	4,396	4.3	6	5,168	1.6
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	1,831	2.0	3	1,309	2.3	5	4,743	1.5
Transportation	-	-	-	-	-	-	-	-	-
Storage	-	-	-	1	1,700	5.7	-	-	-
Communications	1	8,000	2.3	-	-	-	1	425	2.4
Electric, Gas, Water	-	-	-	1	767	5.0	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	1	228	2.1	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	1	392	4.5	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Municipal Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, 1984

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	273	224,508	5.1	143	142,552	3.1	59	29,911	4.0
All industries, excluding construction	272	224,108	5.1	105	74,136	3.5	59	29,911	4.0
Manufacturing	16	6,085	5.3	61	27,128	4.3	41	19,285	4.0
Food, Beverages	2	925	4.8	13	7,210	2.1	3	891	6.0
Tobacco	-	-	-	2	1,213	8.2	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	5	1,778	4.4	-	-	-
Textiles	1	230	0.0	3	1,998	3.7	3	1,704	4.0
Knitting Mills	-	-	-	1	310	10.7	-	-	-
Clothing	-	-	-	4	1,650	4.9	1	202	3.0
Wood	-	-	-	2	489	4.2	3	760	5.0
Furniture, Fixtures	1	279	3.9	4	1,203	5.7	2	548	5.0
Paper	-	-	-	2	667	6.0	22	11,735	3.0
Printing, Publishing	2	1,269	6.6	3	1,913	5.0	1	305	7.0
Primary Metals	-	-	-	2	733	4.7	-	-	-
Fabricated Metals	2	494	2.2	2	484	5.0	-	-	-
Machinery	-	-	-	4	1,254	3.4	-	-	-
Transportation Equipment	-	-	-	4	1,430	5.1	4	1,565	4.0
Electrical Products	-	-	-	2	594	5.9	-	-	-
Non-Metallic Minerals	1	360	5.0	2	830	4.4	-	-	-
Petroleum, Oil	4	1,276	4.5	-	-	-	-	-	-
Chemicals	3	1,252	8.0	5	2,530	4.8	-	-	-
Miscellaneous Mfg.	-	-	-	1	842	6.5	2	1,575	5.0
Non-manufacturing, excluding construction	256	218,023	5.1	44	47,008	3.0	18	10,626	4.0
Forestry	-	-	-	-	-	-	5	2,472	3.0
Mining, Quarrying	1	275	5.0	-	-	-	-	-	-
Transportation	6	9,437	4.8	2	526	5.0	5	2,152	4.0
Storage	-	-	-	-	-	-	-	-	-
Communications	1	256	5.0	2	808	4.8	-	-	-
Electric, Gas, Water	7	17,469	4.5	1	664	6.3	-	-	-
Wholesale Trade	-	-	-	1	235	5.5	-	-	-
Retail Trade	1	1,200	0.0	17	33,849	2.2	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	1	370	5.0	2	1,870	4.9	1	250	3.0
Education, Related Services ..	110	78,172	4.7	4	1,599	3.7	-	-	-
Health, Welfare Services	62	24,626	5.1	4	2,338	6.8	-	-	-
Recreational Services	2	550	4.4	1	450	5.5	-	-	-
Management Services	4	1,533	5.0	1	348	5.5	1	350	5.0
Personal Services	2	1,115	3.9	2	700	5.5	6	5,402	5.0
Miscellaneous Services	-	-	-	1	250	5.0	-	-	-
Federal Administration	3	1,596	4.2	1	1,661	4.7	-	-	-
Provincial Administration	9	47,217	6.4	-	-	-	-	-	-
Local Administration	47	34,207	5.0	5	1,710	4.8	-	-	-
Construction	1	400	0.0	38	68,416	2.7	-	-	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1984

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries						
Total	574	514,291	99	117,320	475	396,971
No increase	32	26,715	15	7,974	17	18,741
Decrease	1	230	-	-	1	230
Increase	541	487,346	84	109,346	457	378,000
Under 2.0 percent	32	37,118	29	30,372	3	6,746
2.0 - 2.9 percent	56	136,621	19	63,557	37	73,064
3.0 - 3.9 percent	80	44,835	13	5,652	67	39,183
4.0 - 4.9 percent	102	86,029	9	3,709	93	82,320
5.0 - 5.9 percent	205	133,785	9	4,417	196	129,368
6.0 - 6.9 percent	39	24,706	3	730	36	23,976
7.0 - 7.9 percent	14	8,241	2	909	12	7,332
8.0 percent and over	13	16,011	-	-	13	16,011
Manufacturing						
Total	202	150,423	84	97,925	118	52,498
No increase	19	12,453	14	7,609	5	4,844
Decrease	1	230	-	-	1	230
Increase	182	137,740	70	90,316	112	47,424
Under 2.0 percent	26	26,104	25	25,846	1	258
2.0 - 2.9 percent	20	55,951	13	52,537	7	3,414
3.0 - 3.9 percent	41	18,911	12	5,027	29	13,884
4.0 - 4.9 percent	23	9,568	8	3,317	15	6,251
5.0 - 5.9 percent	38	13,862	7	1,950	31	11,912
6.0 - 6.9 percent	21	7,874	3	730	18	7,144
7.0 - 7.9 percent	8	2,878	2	909	6	1,969
8.0 percent and over	5	2,592	-	-	5	2,592
Non-manufacturing, including construction						
Total	372	363,868	15	19,395	357	344,473
No increase	13	14,262	1	365	12	13,897
Decrease	-	-	-	-	-	-
Increase	359	349,606	14	19,030	345	330,576
Under 2.0 percent	6	11,014	4	4,526	2	6,488
2.0 - 2.9 percent	36	80,670	6	11,020	30	69,650
3.0 - 3.9 percent	39	25,924	1	625	38	25,299
4.0 - 4.9 percent	79	76,461	1	392	78	76,069
5.0 - 5.9 percent	167	119,923	2	2,467	165	117,456
6.0 - 6.9 percent	18	16,832	-	-	18	16,832
7.0 - 7.9 percent	6	5,363	-	-	6	5,363
8.0 percent and over	8	13,419	-	-	8	13,419
Non-manufacturing, excluding construction						
Total	333	295,052	15	19,395	318	275,657
No increase	12	13,862	1	365	11	13,497
Decrease	-	-	-	-	-	-
Increase	321	281,190	14	19,030	307	262,160
Under 2.0 percent	6	11,014	4	4,526	2	6,488
2.0 - 2.9 percent	11	20,604	6	11,020	5	9,584

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1984

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	28	18,574	1	625	27	17,949
4.0 - 4.9 percent	78	76,261	1	392	77	75,869
5.0 - 5.9 percent	166	119,123	2	2,467	164	116,656
6.0 - 6.9 percent	18	16,832	-	-	18	16,832
7.0 - 7.9 percent	6	5,363	-	-	6	5,363
8.0 percent and over	8	13,419	-	-	8	13,419
Construction						
Total	39	68,816	-	-	39	68,816
No increase	1	400	-	-	1	400
Decrease	-	-	-	-	-	-
Increase	38	68,416	-	-	38	68,416
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	25	60,066	-	-	25	60,066
3.0 - 3.9 percent	11	7,350	-	-	11	7,350
4.0 - 4.9 percent	1	200	-	-	1	200
5.0 - 5.9 percent	1	800	-	-	1	800
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	294	273,732	96	108,792	198	164,940
No increase	28	24,223	15	7,974	13	16,249
Decrease	1	230	-	-	1	230
Increase	265	249,279	81	100,818	184	148,461
Under 2.0 percent	31	36,630	29	30,372	2	6,258
2.0 - 2.9 percent	46	114,798	17	55,329	29	59,469
3.0 - 3.9 percent	64	38,297	12	5,352	52	32,945
4.0 - 4.9 percent	36	22,301	9	3,709	27	18,592
5.0 - 5.9 percent	52	22,795	9	4,417	43	18,378
6.0 - 6.9 percent	22	8,538	3	730	19	7,808
7.0 - 7.9 percent	9	3,328	2	909	7	2,419
8.0 percent and over	5	2,592	-	-	5	2,592
Public sector						
Total	280	240,559	3	8,528	277	232,031
No increase	4	2,492	-	-	4	2,492
Decrease	-	-	-	-	-	-
Increase	276	238,067	3	8,528	273	229,539
Under 2.0 percent	1	488	-	-	1	488
2.0 - 2.9 percent	10	21,823	2	8,228	8	13,595
3.0 - 3.9 percent	16	6,538	1	300	15	6,238
4.0 - 4.9 percent	66	63,728	-	-	66	63,728
5.0 - 5.9 percent	153	110,990	-	-	153	110,990
6.0 - 6.9 percent	17	16,168	-	-	17	16,168
7.0 - 7.9 percent	5	4,913	-	-	5	4,913
8.0 percent and over	8	13,419	-	-	8	13,419

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, 1980-1984

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
1980			
All agreements	601	542,901	9.5
Agreements with cost-of-living clause	165	165,871	7.8
Agreements without cost-of-living clause	437	377,530	10.2
All private sector agreements	295	211,392	8.9
Private sector agreements without cost-of-living clause	169	105,958	10.4
Public sector agreements	306	331,509	9.8
1981			
All agreements	586	459,118	11.7
Agreements with cost-of-living clause	137	123,393	8.1
Agreements without cost-of-living clause	449	335,725	13.0
All private sector agreements	248	141,759	9.4
Private sector agreements without cost-of-living clause	137	58,707	11.7
Public sector agreements	338	317,359	12.7
1982			
All agreements	595	664,559	9.0
Agreements with cost-of-living clause	113	159,197	5.9
Agreements without cost-of-living clause	482	505,362	10.0
All private sector agreements	264	257,866	8.0
Private sector agreements without cost-of-living clause	185	150,167	10.8
Public sector agreements	331	404,694	9.6
1983			
All agreements	764	549,753	5.9
Agreements with cost-of-living clause	104	77,596	4.2
Agreements without cost-of-living clause	660	472,157	6.2
All private sector agreements	280	179,720	5.5
Private sector agreements without cost-of-living clause	176	102,124	6.5
Public sector agreements	484	370,033	6.1
1984			
All agreements	574	514,291	3.9
Agreements with cost-of-living clause	99	117,320	2.2
Agreements without cost-of-living clause	475	396,971	4.3
All private sector agreements	294	273,732	2.9
Private sector agreements without cost-of-living clause	198	164,940	3.3
Public sector agreements	280	240,559	5.0

Table 7

**Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, 1984**

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	574	514,291	294	273,732	280	240,559
1-3 months	280	197,199	170	126,287	110	70,912
4-6 months	201	192,198	100	119,912	101	72,286
7-9 months	69	83,391	19	24,049	50	59,342
10-12 months	21	38,851	3	1,324	18	37,527
13 months and over	3	2,652	2	2,160	1	492

Table 8

**Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, 1984**

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	574	514,291	294	273,732	280	240,559
Direct bargaining	210	162,342	87	78,065	123	84,277
Conciliation	79	37,468	48	25,880	31	11,588
Post-conciliation bargaining ..	43	41,544	36	39,061	7	2,483
Mediation	121	125,640	89	77,195	32	48,445
Post mediation bargaining	10	7,967	7	5,340	3	2,627
Arbitration	59	64,556	-	-	59	64,556
Work stoppage	38	54,397	27	48,191	11	6,206
Legislation	9	3,516	-	-	9	3,516
Other	5	16,861	-	-	5	16,861

Table 9

Duration and Stages of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, 1984

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
			Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	574	514,291	280	197,199	201	192,198	69	83,391	21	38,851	3	2,652
Direct bargaining ..	210	162,342	128	89,903	49	30,890	24	36,976	7	3,621	2	952
Conciliation	79	37,468	23	12,279	48	21,257	7	2,232	-	-	1	1,700
Post-conciliation bargaining	43	41,544	23	10,851	17	29,647	3	1,046	-	-	-	-
Mediation	121	125,640	55	55,998	46	44,617	16	23,419	4	1,606	-	-
Post-mediation bargaining.....	10	7,967	2	1,600	3	1,141	5	5,226	-	-	-	-
Arbitration	59	64,556	32	12,625	16	10,657	6	10,765	5	30,509	-	-
Work stoppage	38	54,397	9	3,812	21	46,389	5	2,637	3	1,559	-	-
Legislation	9	3,516	6	2,426	-	-	3	1,090	-	-	-	-
Other	5	16,861	2	7,705	1	7,600	-	-	2	1,556	-	-

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Ontario
Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1984

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

June 1985



Hon Robert G. Elgie
Minister

T.E. Armstrong, Q.C.
Deputy Minister



FOREWORD

The attached tables describe changes in base wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour. They are preliminary data and may be subject to change as further settlements relating to this period become available.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-5 inclusive and 13 provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 6-12 show how the total increase is distributed between each 12-month period of the agreement.

Tables 1 and 3-12 inclusive show the increases by duration of agreement. For purposes of this report, one-year agreements are agreements effective for less than 18 months, two-year agreements for 18-29 months, three-year agreements for 30-41 months, and four-year agreements for 42-53 months.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto
June, 1985

Highlights

Settlements negotiated during the fourth quarter of 1984 in 191 collective bargaining agreements covering 200 or more Ontario employees provided increases in base wage rates averaging 4.1 percent per year over the term of the agreements. This is the same as the average annual increase for the third quarter of 1984.

	Average Annual Increase			
	Fourth Quarter 1984		Third Quarter 1984	
	Per cent	Cents per hour	Per cent	Cents per hour
All Industries, including				
construction	4.1	40.8	4.1	42.3
Agreements with COLA	2.4	30.2	2.4	27.0
Agreements without COLA	4.8	45.5	4.2	43.8
All Industries, excluding				
construction	4.1	40.7	4.2	41.5
Agreements with COLA	2.4	30.2	2.4	27.0
Agreements without COLA	4.8	45.5	4.4	42.9
Manufacturing	2.8	33.5	3.3	31.1
Agreements with COLA	2.4	30.4	3.1	32.1
Agreements without COLA	4.4	44.7	3.5	30.8
Non-manufacturing, excluding				
construction	4.7	44.6	4.4	43.6
Agreements with COLA	2.3	28.8	1.6	21.1
Agreements without COLA	4.9	45.6	4.5	44.8
Construction	2.8	50.0	2.6	54.5
Agreements with COLA	-	-	-	-
Agreements without COLA	2.8	50.0	2.6	54.5

The fourth quarter settlements covered 200,209 employees, mainly in the transportation equipment and paper industries, and in communications, education, health and provincial administration.

The most common increases in the fourth quarter averaged 5.0 - 5.9 percent year, which occurred in 82 agreements covering 56,783 employees. However, 49 percent of the settlements, covering 59 percent of the employees provided for increases of less than 5 percent annually. Of these settlements, 10 covering 12,718 employees provided no increases.

Settlements in manufacturing industries covered 68,970 employees, and provided increases averaging 2.8 percent annually, down from 3.3 percent in the third quarter of 1984. Three of the settlements covering 1,463 employees in food and beverage, machinery and transportation equipment provided no increases during the term of the agreements.

Settlements in non-manufacturing industries excluding construction, covered 130,439 employees, and provided increases averaging 4.7 percent per year, compared with 4.4 percent in the third quarter. Seven of the settlements, covering 11,255 employees in communications and retail trade provided no increases during the term of the agreements.

The fourth quarter settlements covered 113,606 public sector employees who received increases averaging 5.2 percent, compared with 4.9 percent in the third quarter of 1984. Increases for the 86,603 employees covered by settlements in the private sector averaged 2.5 percent per year, down from 3.0 percent in the third quarter of 1984.

Cost-of-Living Clauses

Nineteen of the fourth quarter settlements, covering 62,329 employees, contained cost-of-living clauses that were continued or revised from the previous agreements. Increases in these settlements averaged 2.4 percent per year over the life of the agreements, the same as in the third quarter of 1984. Five of the settlements, covering 2,608 employees, provided no increases over the full term of the agreements or in one or more years. (Adjustments from the cost-of-living clauses are not included in the increases because they depend on future changes in the Consumer Price Index).

Settlements without cost-of-living clauses provided increases averaging 4.8 percent per year, compared with 4.2 percent in the third quarter. Twelve of the settlements covering 13,074 employees provided no increases over the full term of the agreements or in one or more years.

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY DURATION OF AGREEMENT

AVERAGE ANNUAL INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS	TWO-YEAR AGREEMENTS	THREE-YEAR AGREEMENTS	FOUR-YEAR AGREEMENTS	FIVE-YEAR AGREEMENTS
NUMBER OF AGREEMENTS	191	119	38	34	-	-
NUMBER OF EMPLOYEES AFFECTED	200,209	111,633	24,958	63,618	-	-
AVERAGE PER CENT INCREASE FOR						
ALL AGREEMENTS	4.1	5.1	2.8	2.7	-	-
AGREEMENTS WITH COL CLAUSE	2.4	2.0	4.1	2.3	-	-
AGREEMENTS WITHOUT COL CLAUSE	4.8	5.4	2.7	4.1	-	-
AVERAGE CENTS-PER-HOUR INCREASE FOR						
ALL AGREEMENTS	40.8	47.6	27.1	34.2	-	-
AGREEMENTS WITH COL CLAUSE	30.2	24.9	38.2	30.8	-	-
AGREEMENTS WITHOUT COL CLAUSE	45.5	49.6	25.9	47.5	-	-

TABLE 2
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	191	200,209	4.1	40.8	19	62,329	2.4	30.2	172	137,880	4.8	45.5
ALL INDUSTRIES (EXCL CONST)...	189	199,409	4.1	40.7	19	62,329	2.4	30.2	170	137,080	4.8	45.5
MANUFACTURING	49	68,970	2.8	33.5	18	54,329	2.4	30.4	31	14,641	4.4	44.7
FOOD, BEVERAGES	2	676	2.4	21.7	-	-	-	-	2	676	2.4	21.7
TOBACCO	1	713	8.0	101.7	-	-	-	-	1	713	8.0	101.7
RUBBER, PLASTICS	1	276	4.4	38.3	1	276	4.4	38.3	-	-	-	-
LEATHER	3	1,298	3.9	21.1	-	-	-	-	3	1,298	3.9	21.1
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	1	310	10.7	57.5	-	-	-	-	-	-	-	-
CLOTHING	1	300	2.6	14.0	-	-	-	-	1	310	10.7	57.5
WOOD	2	510	4.8	52.2	-	-	-	-	1	300	2.6	14.0
FURNITURE, FIXTURES	1	279	3.9	25.0	-	-	-	-	2	510	4.8	52.2
PAPER	9	6,161	3.9	49.8	-	-	-	-	1	279	3.9	25.0
PRINTING, PUBLISHING	1	269	8.4	52.4	-	-	-	-	9	6,161	3.9	49.8
PRIMARY METALS	4	1,522	2.1	22.1	3	1,264	1.4	15.6	1	269	8.4	52.4
FABRICATED METALS	2	533	2.4	21.8	1	320	1.0	11.0	1	258	5.2	54.0
MACHINERY	1	488	0.0	0.0	1	488	0.0	0.0	1	213	4.6	38.0
TRANSPORTATION EQUIP	10	51,107	2.4	30.8	8	50,233	2.3	30.8	-	-	-	-
ELECTRICAL PRODUCTS	4	1,398	5.3	37.7	2	804	4.8	39.7	2	874	3.2	28.9
NON-METALLIC MINERALS	2	944	3.7	40.4	2	944	3.7	40.4	2	594	5.9	35.0
PETROLEUM, OIL	2	611	3.9	44.5	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	2	611	3.9	44.5
MISCELLANEOUS MFG	2	1,575	5.0	43.3	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	140	130,439	4.7	44.6	1	8,000	2.3	28.8	2	1,575	5.0	43.3
FORESTRY	5	2,472	3.8	53.0	-	-	-	-	139	122,439	4.9	45.6
MINING, QUARRYING	-	-	-	-	-	-	-	-	5	2,472	3.8	53.0
TRANSPORTATION	8	2,960	4.4	42.1	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	8	2,960	4.4	42.1
COMMUNICATIONS	3	8,856	2.2	27.1	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	1	8,000	2.3	28.8	2	856	1.5	10.9
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	9	12,049	0.3	2.6	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	9	12,049	0.3	2.6
INSURANCE, REAL ESTATE	2	1,040	5.0	44.5	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	43	40,306	4.5	53.6	-	-	-	-	2	1,040	5.0	44.5
HEALTH, WELFARE SERVICES	53	20,601	5.4	45.6	-	-	-	-	43	40,306	4.5	53.6
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	53	20,601	5.4	45.6
MANAGEMENT SERVICES	1	250	2.3	10.6	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	1	250	2.3	10.6
FEDERAL ADMINISTRATION	2	2,127	4.3	58.6	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	6	35,985	6.7	48.6	-	-	-	-	2	2,127	4.3	58.6
LOCAL ADMINISTRATION	8	3,793	4.9	69.8	-	-	-	-	6	35,985	6.7	48.6
CONSTRUCTION	2	800	2.8	50.0	-	-	-	-	8	3,793	4.9	69.8

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	119	111,633	5.1	47.6		38	24,958	2.8	27.1		34	63,618	2.7	34.2	
ALL INDUSTRIES (EXCL CONST).	119	111,633	5.1	47.6		36	24,158	2.8	26.3		34	63,618	2.7	34.2	
MANUFACTURING	7	2,622	2.2	16.4		17	6,894	4.8	40.1		25	59,454	2.6	33.3	
FOOD, BEVERAGES	1	225	0.0	0.0		1	451	3.5	32.5		-	-	-	-	
TOBACCO	-	-	-	-		1	713	8.0	101.7		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	276	4.4	38.3	
LEATHER	-	-	-	-		3	1,294	3.9	21.1		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	310	10.7	57.5		-	-	-	-	
CLOTHING	-	-	-	-		1	300	2.6	14.0		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		2	510	4.8	52.2	
FURNITURE, FIXTURES	1	279	3.9	25.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		9	6,161	3.9	49.8	
PRINTING, PUBLISHING	1	269	8.4	52.4		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	254	5.2	54.0		3	1,264	1.4	15.6	
FABRICATED METALS	-	-	-	-		1	213	4.6	38.0		1	320	1.0	11.0	
MACHINERY	1	488	0.0	0.0		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	1	750	0.0	0.0		4	1,953	3.4	33.5		5	48,404	2.4	31.2	
ELECTRICAL PRODUCTS	-	-	-	-		4	1,398	5.3	37.7		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		2	944	3.7	40.4	
PETROLEUM, OIL	2	611	3.9	44.5		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		2	1,575	5.0	43.3	
NON-MANUFACTURING (EXCL CONST)	112	109,011	5.2	48.3		19	17,264	2.1	20.8		9	4,164	3.9	46.0	
FORESTRY	-	-	-	-		-	-	-	-		5	2,472	3.8	53.0	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	2	742	4.9	50.5		2	526	5.0	50.2		4	1,692	4.0	35.9	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	2	8,256	2.4	29.0		1	600	0.0	0.0		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	1	1,200	0.0	0.0		8	10,849	0.3	2.9		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	370	5.0	30.0		1	670	5.0	52.5		-	-	-	-	
EDUCATION, RELATED SERVICE	43	40,306	4.5	53.6		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	50	18,540	5.2	44.5		3	2,061	7.0	56.0		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	250	2.3	10.6		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	1	466	3.0	35.0		1	1,661	4.7	65.2		-	-	-	-	
PROVINCIAL ADMINISTRATION	6	35,985	6.7	48.6		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	3,146	4.9	71.9		2	647	5.0	59.7		-	-	-	-	
CONSTRUCTION	-	-	-	-		2	800	2.8	50.0		-	-	-	-	

TABLE 4
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	3	9,238	2.0	24.9		5	2,257	4.1	38.2		11	50,834	2.3	30.8	
ALL INDUSTRIES (EXCL CONST).	3	9,238	2.0	24.9		5	2,257	4.1	38.2		11	50,834	2.3	30.8	
MANUFACTURING	2	1,238	0.0	0.0		5	2,257	4.1	38.2		11	50,834	2.3	30.8	
FOOD, BEVERAGES	-	-	-	-		-	-	-	-		-	-	-	-	
TOBACCO	-	-	-	-		-	-	-	-		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		1	276	4.4	38.3	
LEATHER	-	-	-	-		-	-	-	-		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		-	-	-	-		-	-	-	-	
CLOTHING	-	-	-	-		-	-	-	-		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		-	-	-	-	
FURNITURE, FIXTURES	-	-	-	-		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		-	-	-	-	
PRINTING, PUBLISHING	-	-	-	-		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		-	-	-	-		-	-	-	-	
FABRICATED METALS	-	-	-	-		-	-	-	-		-	-	-	-	
MACHINERY	1	488	0.0	0.0		-	-	-	-		3	1,264	1.4	15.6	
TRANSPORTATION EQUIP	1	750	0.0	0.0		-	-	-	-		1	320	1.0	11.0	
ELECTRICAL PRODUCTS	-	-	-	-		3	1,453	3.6	37.3		4	48,030	2.3	31.1	
NON-METALLIC MINERALS	-	-	-	-		2	804	4.8	39.7		-	-	-	-	
PETROLEUM, OIL	-	-	-	-		-	-	-	-		2	944	3.7	40.4	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		-	-	-	-	
NON-MANUFACTURING (EXCL CONST)	1	8,000	2.3	28.8		-	-	-	-		-	-	-	-	
FORESTRY	-	-	-	-		-	-	-	-		-	-	-	-	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	-	-	-	-		-	-	-	-		-	-	-	-	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	8,000	2.3	28.8		-	-	-	-		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	-	-	-	-		-	-	-	-		-	-	-	-	
EDUCATION, RELATED SERVICE	-	-	-	-		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
PROVINCIAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	-	-	-	-		-	-	-	-		-	-	-	-	
CONSTRUCTION	-	-	-	-		-	-	-	-		-	-	-	-	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR		AGRTS	EMPLS	PER CENT	CENTS PER HOUR	
ALL INDUSTRIES (INCL CONST).	116	102,395	5.4	49.6		33	22,701	2.7	25.9		23	12,784	4.1	47.5	
ALL INDUSTRIES (EXCL CONST).	116	102,395	5.4	49.6		31	21,901	2.7	25.1		23	12,784	4.1	47.5	
MANUFACTURING	5	1,384	4.2	34.8		12	4,637	5.1	41.1		14	8,620	4.1	48.2	
FOOD, BEVERAGES	1	225	0.0	0.0		1	451	3.5	32.5		-	-	-	-	
TOBACCO	-	-	-	-		1	713	8.0	101.7		-	-	-	-	
RUBBER, PLASTICS	-	-	-	-		-	-	-	-		-	-	-	-	
LEATHER	-	-	-	-		3	1,298	3.9	21.1		-	-	-	-	
TEXTILES	-	-	-	-		-	-	-	-		-	-	-	-	
KNITTING MILLS	-	-	-	-		1	310	10.7	57.5		-	-	-	-	
CLOTHING	-	-	-	-		1	300	2.6	14.0		-	-	-	-	
WOOD	-	-	-	-		-	-	-	-		2	510	4.8	52.2	
FURNITURE, FIXTURES	1	279	3.9	25.0		-	-	-	-		-	-	-	-	
PAPER	-	-	-	-		-	-	-	-		9	6,161	3.9	49.8	
PRINTING, PUBLISHING	1	269	8.4	52.4		-	-	-	-		-	-	-	-	
PRIMARY METALS	-	-	-	-		1	258	5.2	54.0		-	-	-	-	
FABRICATED METALS	-	-	-	-		1	213	4.6	38.0		-	-	-	-	
MACHINERY	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION EQUIP	-	-	-	-		1	500	2.8	22.2		1	374	3.8	37.9	
ELECTRICAL PRODUCTS	-	-	-	-		2	594	5.9	35.0		-	-	-	-	
NON-METALLIC MINERALS	-	-	-	-		-	-	-	-		-	-	-	-	
PETROLEUM, OIL	2	611	3.9	44.5		-	-	-	-		-	-	-	-	
CHEMICALS	-	-	-	-		-	-	-	-		-	-	-	-	
MISCELLANEOUS MFG	-	-	-	-		-	-	-	-		2	1,575	5.0	43.3	
NON-MANUFACTURING (EXCL CONST)	111	101,011	5.4	49.8		19	17,264	2.1	20.8		9	4,164	3.9	46.0	
FORESTRY	-	-	-	-		-	-	-	-		5	2,472	3.8	53.0	
MINING, QUARRYING	-	-	-	-		-	-	-	-		-	-	-	-	
TRANSPORTATION	2	742	4.9	50.5		2	526	5.0	50.2		4	1,692	4.0	35.9	
STORAGE	-	-	-	-		-	-	-	-		-	-	-	-	
COMMUNICATIONS	1	256	5.0	36.5		1	600	0.0	0.0		-	-	-	-	
ELECTRIC, GAS, WATER	-	-	-	-		-	-	-	-		-	-	-	-	
WHOLESALE TRADE	-	-	-	-		-	-	-	-		-	-	-	-	
RETAIL TRADE	1	1,200	0.0	0.0		8	10,849	0.3	2.9		-	-	-	-	
FINANCE	-	-	-	-		-	-	-	-		-	-	-	-	
INSURANCE, REAL ESTATE	1	370	5.0	30.0		1	670	5.0	52.5		-	-	-	-	
EDUCATION, RELATED SERVICE	43	40,306	4.5	53.6		-	-	-	-		-	-	-	-	
HEALTH, WELFARE SERVICES	50	18,540	5.2	44.5		3	2,061	7.0	56.0		-	-	-	-	
RECREATIONAL SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
MANAGEMENT SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
PERSONAL SERVICES	-	-	-	-		1	250	2.3	10.6		-	-	-	-	
MISCELLANEOUS SERVICES	-	-	-	-		-	-	-	-		-	-	-	-	
FEDERAL ADMINISTRATION	1	466	3.0	35.0		1	1,661	4.7	65.2		-	-	-	-	
PROVINCIAL ADMINISTRATION	6	35,985	6.7	48.6		-	-	-	-		-	-	-	-	
LOCAL ADMINISTRATION	6	3,146	4.9	71.9		2	647	5.0	59.7		-	-	-	-	
CONSTRUCTION	-	-	-	-		2	800	2.8	50.0		-	-	-	-	

TABLE 6

AVERAGE INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY 12-MONTH PERIODS OF INCREASE AND DURATION OF AGREEMENT

AVERAGE INCREASE	ALL AGREEMENTS	ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS	
		WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE	WITH COL CLAUSE	WITHOUT COL CLAUSE
NUMBER OF AGREEMENTS	191	3	116	5	33	11	23
NUMBER OF EMPLOYEES AFFECTED	200,209	9,238	102,395	2,257	22,701	50,834	12,784
AVERAGE PER CENT INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	4.2	2.5	5.4	4.0	2.4	3.3	3.3
SECOND 12 MONTHS OF AGREEMENT	2.3	-	2.1	4.1	2.6	1.9	4.2
THIRD 12 MONTHS OF AGREEMENT	2.4	-	-	-	-	1.8	4.8
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	4.1	2.0	5.4	4.1	2.7	2.3	4.1
AVERAGE CENTS-PER-HOUR INCREASE IN							
FIRST 12 MONTHS OF AGREEMENT	42.9	31.2	49.7	36.3	21.8	43.1	34.6
SECOND 12 MONTHS OF AGREEMENT	26.1	-	18.2	39.4	25.4	25.1	48.9
THIRD 12 MONTHS OF AGREEMENT	31.1	-	-	-	-	24.4	59.5
FOURTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
FIFTH 12 MONTHS OF AGREEMENT	-	-	-	-	-	-	-
AVERAGE OVER LIFE OF AGREEMENT ..	40.8	24.9	49.6	38.2	25.9	30.8	47.5

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	4.2	2.3	2.4	-	5.1	0.9	-	-	2.5	2.8	-	-	3.3	2.4	2.4	-
ALL INDUSTRIES (EXCL CONST)...	4.2	2.3	2.4	-	5.1	0.9	-	-	2.5	2.8	-	-	3.3	2.4	2.4	-
MANUFACTURING	3.5	2.5	2.2	-	2.2	-	-	-	5.0	4.4	-	-	3.4	2.2	2.2	-
FOOD, BEVERAGES	2.2	3.7	-	-	-	-	-	-	3.3	3.7	-	-	-	-	-	-
TORACCO	7.0	7.0	-	-	-	-	-	-	7.0	7.0	-	-	-	-	-	-
RUBBER, PLASTICS	6.7	3.4	3.3	-	-	-	-	-	-	-	-	-	6.7	3.4	3.3	-
LEATHER	4.2	3.5	-	-	-	-	-	-	4.2	3.5	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	15.8	5.7	-	-	-	-	-	-	15.8	5.7	-	-	-	-	-	-
CLOTHING	2.0	3.3	-	-	-	-	-	-	2.0	3.3	-	-	-	-	-	-
WOOD	3.8	5.0	5.5	-	-	-	-	-	-	-	-	-	3.8	5.0	5.5	-
FURNITURE, FIXTURES	3.9	-	-	-	3.9	-	-	-	-	-	-	-	-	-	-	-
PAPER	2.5	4.1	5.0	-	-	-	-	-	-	-	-	-	2.5	4.1	5.0	-
PRINTING, PUBLISHING	8.4	-	-	-	8.4	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1.3	2.3	2.1	-	-	-	-	-	5.2	5.1	-	-	0.5	1.7	2.1	-
FABRICATED METALS	1.9	2.4	2.0	-	-	-	-	-	4.7	4.5	-	-	-	1.0	2.0	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	3.4	1.9	1.8	-	-	-	-	-	3.4	3.7	-	-	3.4	1.9	1.8	-
ELECTRICAL PRODUCTS	5.7	4.8	-	-	-	-	-	-	5.7	4.8	-	-	-	-	-	-
NON-METALLIC MINERALS	3.7	3.6	3.8	-	-	-	-	-	-	-	-	-	3.7	3.6	3.8	-
PETROLEUM, OIL	4.0	-	-	-	4.0	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	6.7	4.8	4.0	-	-	-	-	-	-	-	-	-	6.7	4.8	4.0	-
NON-MANUFACTURING (EXCL CONST)	4.7	1.9	4.5	-	5.2	0.9	-	-	1.5	2.1	-	-	2.9	4.0	4.8	-
FORESTRY	2.5	4.0	5.0	-	-	-	-	-	-	-	-	-	2.5	4.0	5.0	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	4.1	4.2	4.5	-	4.9	-	-	-	4.9	5.0	-	-	3.5	4.0	4.5	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2.7	-	-	-	2.9	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	0.7	-	-	-	-	-	-	-	0.7	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	4.9	5.0	-	-	5.0	-	-	-	4.9	5.0	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	4.5	1.0	-	-	4.5	1.0	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	5.2	3.8	-	-	5.3	2.2	-	-	4.9	7.7	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2.9	1.9	-	-	-	-	-	-	2.9	1.9	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	3.8	3.0	-	-	3.0	-	-	-	4.0	3.0	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	6.7	-	-	-	6.7	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4.9	3.5	-	-	4.9	-	-	-	5.0	3.5	-	-	-	-	-	-
CONSTRUCTION	3.1	2.6	-	-	-	-	-	-	3.1	2.6	-	-	-	-	-	-

TABLE 8

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1964 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

[illegible]

AVERAGE PER CENT INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST) ..	4.7	3.0	4.5	-	5.4	2.1	2.4	2.6	-	3.3	4.2	4.8	-	-	-	-
ALL INDUSTRIES (EXCL CONST) ..	4.7	3.0	4.5	-	5.4	2.1	2.4	2.6	-	3.3	4.2	4.8	-	-	-	-
MANUFACTURING	4.1	4.3	4.6	-	4.2	-	5.5	4.5	-	3.4	4.3	4.8	-	-	-	-
FOOD, BEVERAGES	2.2	3.7	-	-	-	-	3.3	3.7	-	-	-	-	-	-	-	-
TOBACCO	7.0	7.0	-	-	-	-	7.0	7.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	4.2	3.5	-	-	-	-	4.2	3.5	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	15.8	5.7	-	-	-	-	15.8	5.7	-	-	-	-	-	-	-	-
CLOTHING	2.0	3.3	-	-	-	-	2.0	3.3	-	-	-	-	-	-	-	-
WOOD	3.8	5.0	5.5	-	-	-	-	-	-	3.8	5.0	5.5	-	-	-	-
FURNITURE, FIXTURES	3.9	-	-	-	3.9	-	-	-	-	-	-	-	-	-	-	-
PAPER	2.5	4.1	5.0	-	8.4	-	-	-	-	2.5	4.1	5.0	-	-	-	-
PRINTING, PUBLISHING	8.4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	5.2	5.1	-	-	-	-	5.2	5.1	-	-	-	-	-	-	-	-
FABRICATED METALS	4.7	4.5	-	-	-	-	4.7	4.5	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	3.6	3.5	1.6	-	-	-	3.2	3.1	-	4.1	4.0	3.8	-	-	-	-
ELECTRICAL PRODUCTS	6.7	5.2	-	-	-	-	6.7	5.2	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	4.0	-	-	-	4.0	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	6.7	4.8	4.0	-	-	-	-	-	-	6.7	4.8	4.0	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	4.8	2.4	4.5	-	5.4	2.1	1.5	2.1	-	2.9	4.0	4.8	-	-	-	-
FORESTRY	2.5	4.0	5.0	-	-	-	-	-	-	2.5	4.0	5.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	4.1	4.2	4.5	-	4.9	-	4.9	5.0	-	3.5	4.0	4.5	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1.5	-	-	-	5.0	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	0.7	-	-	-	-	-	0.7	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	4.9	5.0	-	-	5.0	-	4.9	5.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES ..	4.5	1.0	-	-	4.5	1.0	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	5.2	3.8	-	-	5.3	2.2	4.9	7.7	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2.9	1.9	-	-	-	-	2.9	1.9	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	3.8	3.0	-	-	3.0	-	4.0	3.0	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION ..	6.7	-	-	-	6.7	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	4.9	3.5	-	-	4.9	-	5.0	3.5	-	-	-	-	-	-	-	-
CONSTRUCTION	3.1	2.6	-	-	-	-	3.1	2.6	-	-	-	-	-	-	-	-

TABLE 10

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984 BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS		TWO-YEAR AGREEMENTS		THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	42.9	26.1	31.1	-	48.2	7.8	23.1	26.6	-	41.4	29.8	31.5
ALL INDUSTRIES (EXCL CONST)...	42.9	25.8	31.1	-	48.2	7.8	22.4	25.6	-	41.4	29.8	31.5
MANUFACTURING	40.9	29.7	29.3	-	18.7	-	39.3	38.5	-	42.0	28.6	29.5
FOOD, BEVERAGES	20.0	35.0	-	-	-	-	30.0	35.0	-	-	-	-
TOBACCO	86.0	92.0	-	-	-	-	86.0	92.0	-	-	-	-
RUBBER, PLASTICS	55.0	30.0	30.0	-	-	-	-	-	-	55.0	30.0	30.0
LEATHER	22.4	19.9	-	-	-	-	22.4	19.9	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	81.0	34.0	-	-	-	-	81.0	34.0	-	-	-	-
CLOTHING	10.2	17.7	-	-	-	-	10.2	17.7	-	-	-	-
WOOD	39.8	54.2	62.5	-	-	-	-	-	-	39.8	54.2	62.5
FURNITURE, FIXTURES	25.0	-	-	-	25.0	-	-	-	-	-	-	-
PAPER	31.1	51.8	66.4	-	-	-	-	-	-	31.1	51.8	66.4
PRINTING, PUBLISHING	52.4	-	-	-	52.4	-	-	-	-	-	-	-
PRIMARY METALS	11.8	25.3	24.4	-	-	-	53.0	55.0	-	3.4	19.2	24.4
FABRICATED METALS	15.2	21.8	22.0	-	-	-	38.0	38.0	-	-	11.0	22.0
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	43.2	25.6	23.9	-	-	-	31.7	36.7	-	44.4	25.1	24.1
ELECTRICAL PRODUCTS	39.4	34.9	-	-	-	-	39.4	34.9	-	-	-	-
NON-METALLIC MINERALS	38.6	39.3	43.2	-	-	-	-	-	-	38.6	39.3	43.2
PETROLEUM, OIL	45.7	-	-	-	45.7	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	52.8	42.0	37.6	-	-	-	-	-	-	52.8	42.0	37.6
NON-MANUFACTURING (EXCL CONST)	43.9	18.6	55.7	-	48.9	7.8	15.6	20.5	-	31.8	47.3	59.1
FORESTRY	33.0	55.0	71.0	-	-	-	-	-	-	33.0	55.0	71.0
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	38.6	39.7	41.6	-	50.5	-	49.0	51.5	-	30.1	36.0	41.6
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	33.6	-	-	-	36.0	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	5.9	-	-	-	-	-	5.9	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	43.5	54.0	-	-	30.0	-	51.0	54.0	-	-	-	-
EDUCATION, RELATED SERVICES	53.7	6.6	-	-	53.7	6.6	-	-	-	-	-	-
HEALTH, WELFARE SERVICES ..	43.9	31.9	-	-	44.6	20.0	37.8	61.9	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	13.0	9.0	-	-	-	-	13.0	9.0	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	50.6	42.8	-	-	35.0	-	55.0	42.8	-	-	-	-
PROVINCIAL ADMINISTRATION ..	48.6	-	-	-	48.6	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	69.5	40.3	-	-	71.9	-	57.9	40.3	-	-	-	-
CONSTRUCTION	43.7	56.2	-	-	-	-	43.7	56.2	-	-	-	-

TABLE 12

AVERAGE CENTS-PER-HOUR INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1984
BY INDUSTRY, DURATION OF AGREEMENT, AND 12-MONTH PERIODS OF INCREASE

INDUSTRY	ALL AGREEMENTS				ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS	FIRST 12MOS	SECOND 12MOS	THIRD 12MOS	FOURTH 12MOS
ALL INDUSTRIES (INCL CONST)...	43.7	31.6	56.2	-	49.7	18.2	21.8	25.4	-	34.6	48.9	59.5	-	-	-	-
ALL INDUSTRIES (EXCL CONST)...	43.7	31.1	56.2	-	49.7	18.2	20.9	24.2	-	34.6	48.9	59.5	-	-	-	-
MANUFACTURING	37.4	45.6	56.5	-	35.4	-	40.8	38.1	-	36.0	49.6	59.8	-	-	-	-
FOOD, BEVERAGES	20.0	35.0	-	-	-	-	30.0	35.0	-	-	-	-	-	-	-	-
TOBACCO	86.0	92.0	-	-	-	-	86.0	92.0	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	22.4	19.9	-	-	-	-	22.4	19.9	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	81.0	34.0	-	-	-	-	81.0	34.0	-	-	-	-	-	-	-	-
CLOTHING	10.2	17.7	-	-	-	-	10.2	17.7	-	-	-	-	-	-	-	-
WOOD	39.8	54.2	62.5	-	-	-	-	-	-	39.8	54.2	62.5	-	-	-	-
FURNITURE, FIXTURES	25.0	-	-	-	25.0	-	-	-	-	-	-	-	-	-	-	-
PAPER	31.1	51.8	66.4	-	-	-	-	-	-	31.1	51.8	66.4	-	-	-	-
PRINTING, PUBLISHING	52.4	-	-	-	52.4	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	53.0	55.0	-	-	-	-	53.0	55.0	-	-	-	-	-	-	-	-
FABRICATED METALS	38.0	38.0	-	-	-	-	38.0	38.0	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	31.4	31.4	17.1	-	-	-	25.0	25.0	-	40.0	40.0	40.0	-	-	-	-
ELECTRICAL PRODUCTS	38.1	31.9	-	-	-	-	38.1	31.9	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	45.7	-	-	-	45.7	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	52.8	42.0	37.6	-	-	-	-	-	-	52.8	42.0	37.6	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	44.4	24.1	55.7	-	49.9	18.2	15.6	20.5	-	31.8	47.3	59.1	-	-	-	-
FORESTRY	33.0	55.0	71.0	-	-	-	-	-	-	33.0	55.0	71.0	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	38.6	39.7	41.6	-	50.5	-	49.0	51.5	-	30.1	36.0	41.6	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	10.9	-	-	-	36.5	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	5.9	-	-	-	-	-	5.9	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	43.9	54.0	-	-	30.0	-	51.0	54.0	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	53.7	6.6	-	-	53.7	6.6	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	43.9	31.9	-	-	44.6	20.0	37.8	61.9	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	13.0	9.0	-	-	-	-	13.0	9.0	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	50.6	42.8	-	-	35.0	-	55.0	42.8	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	48.6	-	-	-	48.6	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	69.5	40.3	-	-	71.9	-	57.9	40.3	-	-	-	-	-	-	-	-
CONSTRUCTION	43.7	56.2	-	-	-	-	43.7	56.2	-	-	-	-	-	-	-	-

Table 13

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Fourth Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Percent						
All Industries						
Total	191	200,209	19	62,329	172	137,880
No increase	10	12,718	2	1,238	8	11,480
Decrease	-	-	-	-	-	-
Increase	181	187,491	17	61,091	164	126,400
Under 2.0 percent	4	2,245	4	2,245	-	-
2.0 - 2.9 percent	14	66,577	6	55,782	8	10,795
3.0 - 3.9 percent	22	11,988	2	1,134	20	10,854
4.0 - 4.9 percent	43	24,291	3	1,282	40	23,009
5.0 - 5.9 percent	82	56,783	2	648	80	56,135
6.0 - 6.9 percent	7	11,882	-	-	7	11,882
7.0 - 7.9 percent	2	1,228	-	-	2	1,228
8.0 cents and over	7	12,497	-	-	7	12,497
Manufacturing						
Total	49	68,970	18	54,329	31	14,641
No increase	3	1,463	2	1,238	1	225
Decrease	-	-	-	-	-	-
Increase	46	67,507	16	53,091	30	14,416
Under 2.0 percent	4	2,245	4	2,245	-	-
2.0 - 2.9 percent	8	49,042	5	47,782	3	1,260
3.0 - 3.9 percent	13	7,821	2	1,134	11	6,687
4.0 - 4.9 percent	10	4,349	3	1,282	7	3,067
5.0 - 5.9 percent	7	2,384	2	648	5	1,736
6.0 - 6.9 percent	1	374	-	-	1	374
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 cents and over	3	1,292	-	-	3	1,292
Non-manufacturing, including construction						
Total	142	131,239	1	8,000	141	123,239
No increase	7	11,255	-	-	7	11,255
Decrease	-	-	-	-	-	-
Increase	135	119,984	1	8,000	134	111,984
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	6	17,535	1	8,000	5	9,535
3.0 - 3.9 percent	9	4,167	-	-	9	4,167
4.0 - 4.9 percent	33	19,942	-	-	33	19,942
5.0 - 5.9 percent	75	54,399	-	-	75	54,399
6.0 - 6.9 percent	6	11,508	-	-	6	11,508
7.0 - 7.9 percent	2	1,228	-	-	2	1,228
8.0 cents and over	4	11,205	-	-	4	11,205

Table 13 (cont'd)

Size of Average Annual Increases in Base Wage Rates in Collective Bargaining Agreements Covering 200 or More Ontario Employees, Negotiated in Fourth Quarter 1984

Average Annual Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Cents-per-hour						
All Industries						
Total	191	200,209	19	62,329	172	137,880
No increase	10	12,718	2	1,238	8	11,480
Decrease	-	-	-	-	-	-
Increase	181	187,491	17	61,091	164	126,400
Under 10.0 cents	1	250	1	250	-	-
10.0 - 19.9 cents	7	3,215	2	1,120	5	2,095
20.0 - 29.9 cents	9	18,829	5	9,900	4	8,929
30.0 - 39.9 cents	29	62,278	5	48,133	24	14,145
40.0 - 49.9 cents	72	46,388	2	1,040	70	45,348
50.0 - 59.9 cents	39	25,275	2	648	37	24,627
60.0 - 69.9 cents	12	24,458	-	-	12	24,458
70.0 - 79.9 cents	8	4,536	-	-	8	4,536
80.0 cents and over	4	2,262	-	-	4	2,262
Manufacturing						
Total	49	68,970	18	54,329	31	14,641
No increase	3	1,463	2	1,238	1	225
Decrease	-	-	-	-	-	-
Increase	46	67,507	16	53,091	30	14,416
Under 10.0 cents	1	250	1	250	-	-
10.0 - 19.9 cents	4	1,880	2	1,120	2	760
20.0 - 29.9 cents	7	3,229	4	1,900	3	1,329
30.0 - 39.9 cents	12	50,753	5	48,133	7	2,620
40.0 - 49.9 cents	11	7,022	2	1,040	9	5,982
50.0 - 59.9 cents	9	3,390	2	648	7	2,742
60.0 - 69.9 cents	1	270	-	-	1	270
70.0 - 79.9 cents	-	-	-	-	-	-
80.0 cents and over	1	713	-	-	1	713
Non-manufacturing, including construction						
Total	142	131,239	1	8,000	141	123,239
No increase	7	11,255	-	-	7	11,255
Decrease	-	-	-	-	-	-
Increase	135	119,984	1	8,000	134	111,984
Under 10.0 cents	-	-	-	-	-	-
10.0 - 19.9 cents	3	1,335	-	-	3	1,335
20.0 - 29.9 cents	2	15,600	1	8,000	1	7,600
30.0 - 39.9 cents	17	11,525	-	-	17	11,525
40.0 - 49.9 cents	61	39,366	-	-	61	39,366
50.0 - 59.9 cents	30	21,885	-	-	30	21,885
60.0 - 69.9 cents	11	24,188	-	-	11	24,188
70.0 - 79.9 cents	8	4,536	-	-	8	4,536
80.0 cents and over	3	1,549	-	-	3	1,549

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Ministry of
Labour

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1985

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

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Hon William Wrye
Minister

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Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in 1984. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 provides information on the changes in benefits in settlements of agreements reached. Tables 8-10 provide information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Beatrice Coutney (965-6886).

Toronto
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Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1985

Settlements were negotiated during the first quarter 1985 in 198 collective agreements covering 200 or more Ontario employees. A total of 130,562 employees were affected, mostly in education and health services.

Wage Adjustments

The 198 settlements provided increases on base wage rates averaging 4.0 percent annually over the term of the agreements, down slightly from the 4.1 percent negotiated in the fourth quarter of 1984. (See Chart 1 and Table 6).

Of the 130,562 employees covered by the first quarter settlements, 1,049 received no wage increases over the term of the 4 agreements involved. (See Table 5). Another 4,838 employees, covered by 7 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 2.4 percent per year.

The predominant increases in the first quarter settlements averaged 5.0-5.9 percent a year, and were received by 34 percent of the employees in 41 percent of the agreements. (See Table 5). Sixty percent of the employees received increases averaging less than 5 percent a year in 49 percent of the agreements. Only 5 percent of the employees, covered by 9 percent of the agreements, received increases averaging 6 percent or more a year.

Manufacturing. The first quarter settlements covered 33,655 employees under 59 agreements in manufacturing industries (See Table 1). Increases in these agreements averaged 3.0 percent a year. Three agreements in the textile industry covering 819 employees, gave no increases. (See Table 5). Sixty-six percent of the employees who received increases had adjustments averaging less than 4.0 percent a year.

Non-manufacturing. Settlements in non-manufacturing industries, (including one in construction) provided increases averaging 4.0 percent a year. Of the 96,677 employees who received increases, 91 percent had adjustments averaging 3.0-5.9 percent a year. (See Table 5).

Public and Private Sectors. The first quarter settlements involved 134 agreements covering 94,605 employees in federal, provincial and local government employment; education and related services; health and welfare services; and government enterprises. Increases in these agreements averaged 4.5 percent a year, with 87 percent of the employees receiving annual adjustments of 3.0-5.9 percent. (See Tables 5 and 6).

Increases in the 64 private sector agreements averaged 3.3 percent a year. Of the 35,957 employees affected, 1,049 covered by 4 agreements, received no increases. Of those who received increases, 61 percent had adjustments averaging less than 4.0 percent a year.

Cost-of-Living Clauses

Cost-of-living (COLA) clauses were included in 35 of the first quarter settlements, covering 36,356 employees primarily under agreements in the food and beverages, transportation equipment and electrical pro-

ducts industries. (See Tables 1 and 6). Increases in these COLA agreements averaged 2.7 percent a year. Four agreements, covering 3,864 employees, received no increase in one or more years of the agreement. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 163 agreements without COLA clauses provided increases averaging 4.5 percent a year. Of the 94,206 employees covered, 3,444 under 10 agreements received no increases in one or more years of the agreement.

Benefit Changes

Existing benefits were changed or new ones established in settlements of 129 agreements covering 83,859 employees. Dental care, life insurance, sickness and accident insurance, long-term disability insurance, pensions, and paid vacations were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 74 agreements covering 51,708 employees, and increased life insurance benefits in 50 agreements covering 31,171 employees, sickness and accident benefits in 34 agreements covering 22,759 employees, and long-term disability benefits in 22 agreements covering 18,419 employees.

Pension plans were revised in 37 agreements covering 32,494 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 36 agreements covering 28,044 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of about 7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees. Twenty-two percent of the settlements covering 20 percent of the employees were concluded in 1-3 months. (See Table 8). Another 61 percent covering 59 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 17 percent of the agreements covering 21 percent of the employees.

Negotiations of private sector agreements took less time to reach settlements than negotiations of public sector agreements. They took an average of about 4 months, compared with an average of about 8 months for public sector agreements. Ninety-four percent of the private sector settlements covering 97 percent of the employees were completed in 6 months or less, compared with 25 percent of the public sector settlements covering 25 percent of the employees. Thirty-three public sector settlements covering 27,515 employees took more than 9 months to achieve. No private sector negotiations lasted longer than 9 months.

Nineteen percent of the settlements covering 14 percent of the employees were reached between the parties without outside assistance. (See Table 9). Government assistance was used in the negotiations of 52 percent of the agreements covering 60 percent of the employees, including 16 agreements covering 15,440 employees that involved work stoppages. Negotiations in the remaining 59 agreements covering 26 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees
First Quarter 1983 to First Quarter 1985

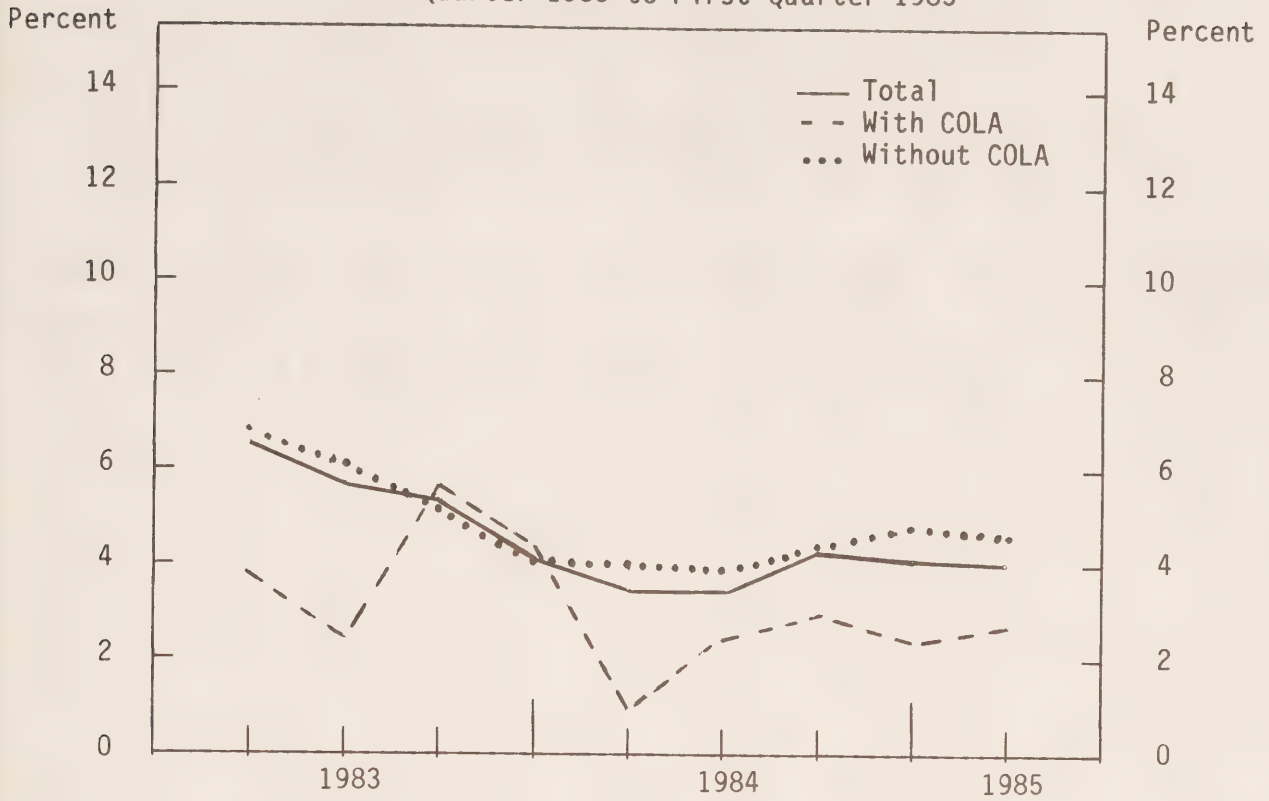


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Agreements Covering 200 or More Employees
First Quarter 1983 to First Quarter 1985

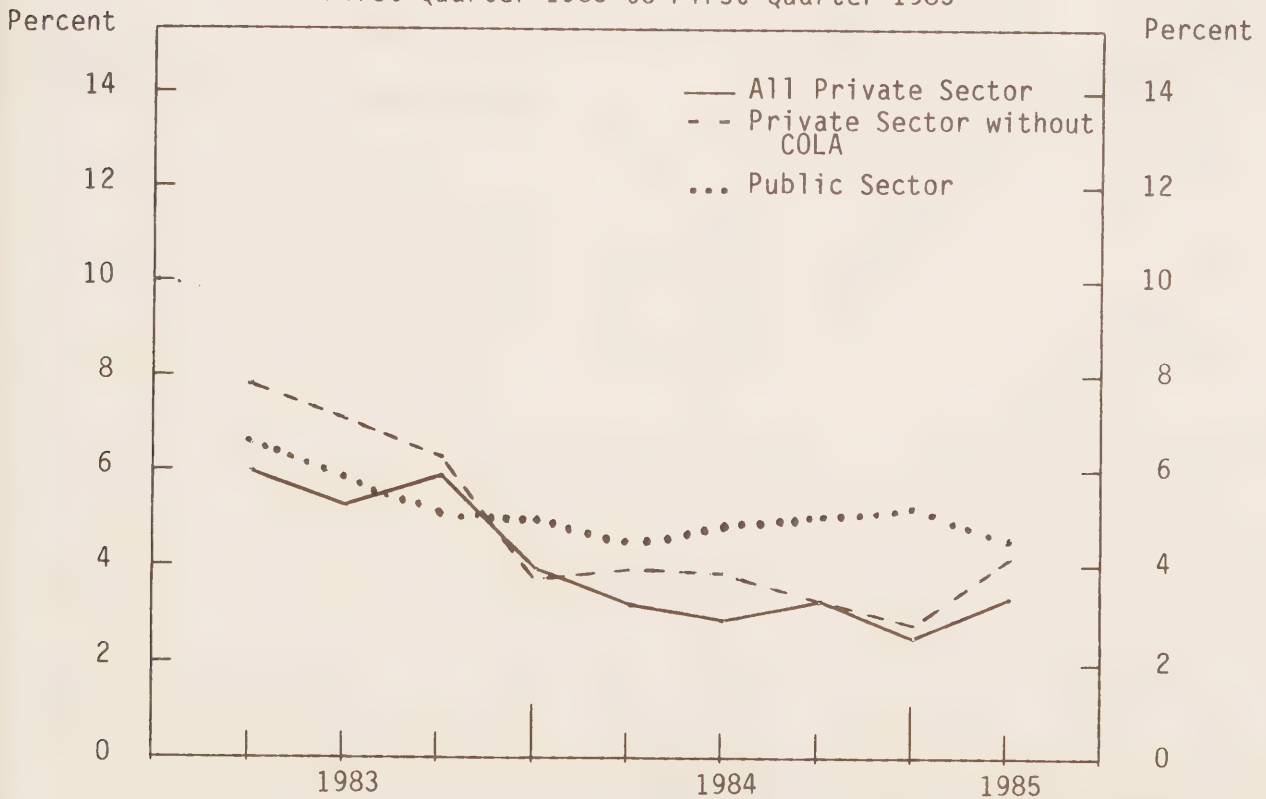


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1985

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	198	130,562	4.0	35	36,356	2.7	163	94,206	4.0
All industries, excluding construction	197	129,562	4.0	35	36,356	2.7	162	93,206	4.0
Manufacturing	59	33,655	3.0	28	21,852	2.4	31	11,803	4.0
Food, Beverages	12	4,539	4.5	7	2,511	4.1	5	2,028	4.0
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	1	360	6.8	-	-	-	1	360	6.0
Leather	1	213	3.5	-	-	-	1	213	3.0
Textiles	5	1,648	2.9	-	-	-	5	1,648	2.0
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	1	246	4.5	-	-	-	1	246	4.0
Wood	1	285	0.3	-	-	-	1	285	0.0
Furniture, Fixtures	2	773	3.8	-	-	-	2	773	3.0
Paper	2	580	2.2	1	250	2.5	1	330	2.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	3	1,100	2.4	3	1,100	2.4	-	-	-
Fabricated Metals	3	977	2.4	1	288	2.6	2	689	2.0
Machinery	1	200	4.3	-	-	-	1	200	4.0
Transportation Equipment	10	6,420	2.2	7	5,420	1.9	3	1,000	4.0
Electrical Products	10	13,233	2.4	7	11,623	2.0	3	1,610	5.0
Non-Metallic Minerals	2	463	4.1	1	260	3.3	1	203	5.0
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	3	1,553	4.4	-	-	-	3	1,553	4.0
Miscellaneous Mfg.	2	1,065	5.4	1	400	6.1	1	665	5.0
Non-manufacturing, excluding construction	138	95,907	4.4	7	14,504	3.1	131	81,403	4.0
Forestry	2	1,006	3.8	-	-	-	2	1,006	3.0
Mining, Quarrying	1	230	0.0	1	230	0.0	-	-	-
Transportation	2	2,240	3.7	1	1,600	3.5	1	640	4.0
Storage	-	-	-	-	-	-	-	-	-
Communications	2	10,378	2.9	2	10,378	2.9	-	-	-
Electric, Gas, Water	5	7,867	3.7	2	897	4.8	3	6,970	3.0
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	2	1,644	4.0	1	1,399	4.2	1	245	2.0
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	57	39,758	4.5	-	-	-	57	39,758	4.0
Health, Welfare Services	56	23,347	5.0	-	-	-	56	23,347	5.0
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	3	1,700	4.2	-	-	-	3	1,700	4.0
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	1	592	3.5	-	-	-	1	592	3.0
Provincial Administration	1	5,180	5.0	-	-	-	1	5,180	5.0
Local Administration	6	1,965	5.0	-	-	-	6	1,965	5.0
Construction	1	1,000	3.1	-	-	-	1	1,000	3.0

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	113	68,559	4.5	50	38,419	3.9	35	23,584	2.6
Industries, excluding construction	113	68,559	4.5	49	37,419	3.9	35	23,584	2.6
Manufacturing	5	2,092	3.9	24	12,634	3.9	30	18,929	2.3
Food, Beverages	-	-	-	5	2,067	4.9	7	2,472	4.1
Textile	-	-	-	-	-	-	-	-	-
Chemical, Plastics	-	-	-	-	-	-	1	360	6.8
Paper	-	-	-	1	213	3.5	-	-	-
Electricity	-	-	-	2	829	5.7	3	819	0.0
Grain Processing Mills	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	1	246	4.5
Other	-	-	-	-	-	-	1	285	0.3
Furniture, Fixtures	1	509	3.6	1	264	4.1	-	-	-
Other	-	-	-	-	-	-	2	580	2.2
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	2	450	3.8	1	650	1.4
Refined Metals	1	324	3.2	2	653	2.1	-	-	-
Chemical	-	-	-	-	-	-	1	200	4.3
Transportation Equipment	1	309	3.9	2	610	5.7	7	5,501	1.8
Electrical Products	-	-	-	6	6,077	3.1	4	7,156	1.9
Metallic Minerals	1	203	5.0	-	-	-	1	260	3.3
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	747	4.0	2	806	4.7	-	-	-
Miscellaneous Mfg.	-	-	-	1	665	5.1	1	400	6.1
Non-manufacturing, excluding construction	108	66,467	4.6	25	24,785	3.9	5	4,655	3.8
Industry	-	-	-	-	-	-	2	1,006	3.8
Mining, Quarrying	-	-	-	1	230	0.0	-	-	-
Transportation	1	640	4.0	-	-	-	1	1,600	3.5
Other	-	-	-	-	-	-	-	-	-
Communications	1	1,800	2.3	1	8,578	3.0	-	-	-
Electric, Gas, Water	2	6,190	3.5	3	1,677	4.5	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	245	2.6	1	1,399	4.2
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	45	28,267	4.5	12	11,491	4.6	-	-	-
Health, Welfare Services	55	23,141	5.0	1	206	5.4	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	1	300	3.3	1	750	4.8	1	650	3.9
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	1	592	3.5	-	-	-
Provincial Administration	1	5,180	5.0	-	-	-	-	-	-
Federal Administration	2	949	5.7	4	1,016	4.4	-	-	-
Construction	-	-	-	1	1,000	3.1	-	-	-

One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	2	2,109	2.5	12	15,409	2.9	21	18,838	2.9
All industries, excluding construction	2	2,109	2.5	12	15,409	2.9	21	18,838	2.9
Manufacturing	1	309	3.9	8	5,704	2.6	19	15,839	2.6
Food, Beverages	-	-	-	1	239	6.0	6	2,272	3.0
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	1	250	2.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	2	450	3.8	1	650	1.0
Fabricated Metals	-	-	-	1	288	2.6	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	1	309	3.9	1	260	4.0	5	4,851	1.0
Electrical Products	-	-	-	3	4,467	2.2	4	7,156	1.0
Non-Metallic Minerals	-	-	-	-	-	-	1	260	3.0
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	1	400	6.0
Non-manufacturing, excluding construction	1	1,800	2.3	4	9,705	3.1	2	2,999	3.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	1	230	0.0	-	-	-
Transportation	-	-	-	-	-	-	1	1,600	3.0
Storage	-	-	-	-	-	-	-	-	-
Communications	1	1,800	2.3	1	8,578	3.0	-	-	-
Electric, Gas, Water	-	-	-	2	897	4.8	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	1	1,399	4.0
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	111	66,450	4.6	38	23,010	4.6	14	4,746	3.1
Industries, excluding construction	111	66,450	4.6	37	22,010	4.6	14	4,746	3.1
Manufacturing	4	1,783	3.9	16	6,930	4.9	11	3,090	2.6
Food, Beverages	-	-	-	4	1,828	4.7	1	200	6.2
Textile	-	-	-	-	-	-	-	-	-
Chemical, Plastics	-	-	-	-	-	-	1	360	6.8
Other	-	-	-	1	213	3.5	-	-	-
Trucks	-	-	-	2	829	5.7	3	819	0.0
Printing Mills	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	1	246	4.5
Other	-	-	-	-	-	-	1	285	0.3
Furniture, Fixtures	1	509	3.6	1	264	4.1	-	-	-
Other	-	-	-	-	-	-	1	330	2.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	-
Aluminum	1	324	3.2	1	365	1.6	-	-	-
Other	-	-	-	-	-	-	1	200	4.3
Transportation Equipment	-	-	-	1	350	6.9	2	650	2.6
Electrical Products	-	-	-	3	1,610	5.5	-	-	-
Metallic Minerals	1	203	5.0	-	-	-	-	-	-
Coal, Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	747	4.0	2	806	4.7	-	-	-
Other	-	-	-	1	665	5.1	-	-	-
Non-manufacturing, excluding construction	107	64,667	4.6	21	15,080	4.5	3	1,656	3.9
Industry	-	-	-	-	-	-	2	1,006	3.8
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	1	640	4.0	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	2	6,190	3.5	1	780	4.3	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	245	2.6	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	45	28,267	4.5	12	11,491	4.6	-	-	-
Health, Welfare Services	55	23,141	5.0	1	206	5.4	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	1	300	3.3	1	750	4.8	1	650	3.9
Other	-	-	-	-	-	-	-	-	-
Other	-	-	-	1	592	3.5	-	-	-
Other	1	5,180	5.0	-	-	-	-	-	-
Other	2	949	5.7	4	1,016	4.4	-	-	-
Other	-	-	-	1	1,000	3.1	-	-	-

¹One-year agreements are agreements effective for 18 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, First Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
All Industries						
Total	198	130,562	35	36,356	163	94,206
No increase	4	1,049	1	230	3	819
Decrease	-	-	-	-	-	-
Increase	194	129,513	34	36,126	160	93,387
Under 2.0 percent	11	7,577	7	6,027	4	1,550
2.0 - 2.9 percent	15	15,814	10	13,611	5	2,203
3.0 - 3.9 percent	24	27,003	4	10,747	20	16,256
4.0 - 4.9 percent	46	27,704	10	4,877	36	22,827
5.0 - 5.9 percent	81	44,746	1	225	80	44,521
6.0 - 6.9 percent	12	5,239	2	639	10	4,600
7.0 - 7.9 percent	4	1,197	-	-	4	1,197
8.0 percent and over	1	233	-	-	1	233
Manufacturing						
Total	59	33,655	28	21,852	31	11,803
No increase	3	819	-	-	3	819
Decrease	-	-	-	-	-	-
Increase	56	32,836	28	21,852	28	10,984
Under 2.0 percent	10	6,927	7	6,027	3	900
2.0 - 2.9 percent	10	12,141	9	11,811	1	330
3.0 - 3.9 percent	7	2,615	2	569	5	2,046
4.0 - 4.9 percent	13	4,672	7	2,581	6	2,091
5.0 - 5.9 percent	10	4,182	1	225	9	3,957
6.0 - 6.9 percent	6	2,299	2	639	4	1,660
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	139	96,907	7	14,504	132	82,401
No increase	1	230	1	230	-	-
Decrease	-	-	-	-	-	-
Increase	138	96,677	6	14,274	132	82,401
Under 2.0 percent	1	650	-	-	1	650
2.0 - 2.9 percent	5	3,673	1	1,800	4	1,871
3.0 - 3.9 percent	17	24,388	2	10,178	15	14,211
4.0 - 4.9 percent	33	23,032	3	2,296	30	20,731
5.0 - 5.9 percent	71	40,564	-	-	71	40,564
6.0 - 6.9 percent	6	2,940	-	-	6	2,940
7.0 - 7.9 percent	4	1,197	-	-	4	1,197
8.0 percent and over	1	233	-	-	1	233
Non-manufacturing, excluding construction						
Total	138	95,907	7	14,504	131	81,401
No increase	1	230	1	230	-	-
Decrease	-	-	-	-	-	-
Increase	137	95,677	6	14,274	131	81,401
Under 2.0 percent	1	650	-	-	1	650
2.0 - 2.9 percent	5	3,673	1	1,800	4	1,871

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	16	23,388	2	10,178	14	13,210
4.0 - 4.9 percent	33	23,032	3	2,296	30	20,736
5.0 - 5.9 percent	71	40,564	-	-	71	40,564
6.0 - 6.9 percent	6	2,940	-	-	6	2,940
7.0 - 7.9 percent	4	1,197	-	-	4	1,197
8.0 percent and over	1	233	-	-	1	233
Construction						
Total	1	1,000	-	-	1	1,000
increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	1	1,000	-	-	1	1,000
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	1	1,000	-	-	1	1,000
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	64	35,957	27	20,047	37	15,910
increase	4	1,049	1	230	3	819
decrease	-	-	-	-	-	-
increase	60	34,908	26	19,817	34	15,091
Under 2.0 percent	7	3,493	4	2,593	3	900
2.0 - 2.9 percent	11	12,386	9	11,811	2	575
3.0 - 3.9 percent	10	4,947	2	569	8	4,378
4.0 - 4.9 percent	16	7,601	8	3,980	8	3,621
5.0 - 5.9 percent	10	4,182	1	225	9	3,957
6.0 - 6.9 percent	6	2,299	2	639	4	1,660
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Public sector						
Total	134	94,605	8	16,309	126	78,296
increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	134	94,605	8	16,309	126	78,296
Under 2.0 percent	4	4,084	3	3,434	1	650
2.0 - 2.9 percent	4	3,428	1	1,800	3	1,628
3.0 - 3.9 percent	15	22,265	2	10,178	13	12,087
4.0 - 4.9 percent	29	19,894	2	897	27	18,997
5.0 - 5.9 percent	71	40,564	-	-	71	40,564
6.0 - 6.9 percent	6	2,940	-	-	6	2,940
7.0 - 7.9 percent	4	1,197	-	-	4	1,197
8.0 percent and over	1	233	-	-	1	233

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1984 - First Quarter 1985

Year and Type of Agreement	Agreements	Employees	Percent Increase
First Quarter 1984			
All agreements	58	46,456	3.5
Agreements with cost-of-living clause	17	7,908	1.0
Agreements without cost-of-living clause	41	38,548	4.0
All private sector agreements	50	36,285	3.2
Private sector agreements without cost-of-living clause	33	28,377	3.9
Public sector agreements	8	10,171	4.5
Second Quarter 1984			
All agreements	180	141,031	3.5
Agreements with cost-of-living clause	42	36,629	2.3
Agreements without cost-of-living clause	138	104,402	3.9
All private sector agreements	103	98,201	2.8
Private sector agreements without cost-of-living clause	62	61,800	3.3
Public sector agreements	77	42,830	4.8
Third Quarter 1984			
All agreements	132	121,421	4.1
Agreements with cost-of-living clause	21	10,454	2.4
Agreements without cost-of-living clause	111	110,967	4.3
All private sector agreements	65	54,026	3.0
Private sector agreements without cost-of-living clause	47	44,562	3.2
Public sector agreements	67	67,395	5.0
Fourth Quarter 1984			
All agreements	191	200,209	4.1
Agreements with cost-of-living clause	19	62,329	2.4
Agreements without cost-of-living clause	172	137,880	4.8
All private sector agreements	71	86,603	2.5
Private sector agreements without cost-of-living clause	53	32,274	2.7
Public sector agreements	120	113,606	5.2
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
All private sector agreements	64	35,957	3.3
Private sector agreements without cost-of-living clause	37	15,910	4.1
Public sector agreements	134	94,605	4.5

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1985

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	198	100.0	130,562	100.0
Settlements establishing or improving one or more benefits	129	65.1	83,859	64.2
Paid holidays	13	6.6	6,662	5.1
Paid vacations	36	18.2	28,044	21.5
Other paid leaves	23	11.6	13,175	10.1
Hospital and medical	18	9.1	15,908	12.2
Dental	74	37.4	51,708	39.6
Sickness and accident	34	17.2	22,759	17.4
Long term disability	22	11.1	18,419	14.1
Life insurance	50	25.3	31,771	24.3
Pensions	37	18.7	32,494	24.9
Other benefits	42	21.2	38,601	29.6
Settlements not changing any benefits	69	34.8	46,703	35.8

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, First Quarter 1985

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	198	130,562	64	35,957	134	94,605
1-3 months	44	25,780	29	17,773	15	8,007
4-6 months	50	32,548	31	17,135	19	15,413
7-9 months	71	44,719	4	1,049	67	43,670
10-12 months	26	21,974	-	-	26	21,974
13 months and over	7	5,541	-	-	7	5,541

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, First Quarter 1985

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	198	130,562	64	35,957	134	94,605
Direct bargaining	37	18,365	18	7,215	19	11,150
Conciliation	19	7,458	11	3,346	8	4,112
Post-conciliation bargaining ..	10	9,824	8	9,109	2	715
Mediation	31	19,697	18	11,596	13	8,101
Post mediation bargaining	10	14,717	1	213	9	14,504
Arbitration	59	34,062	-	-	59	34,062
Work stoppage	16	15,440	8	4,478	8	10,962
Other	16	10,999	-	-	16	10,999

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, First Quarter 1985

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	198	130,562	44	25,780	50	32,548	71	44,719	26	21,974	7	5,541
Direct bargaining ..	37	18,365	21	10,169	7	4,503	5	1,801	3	942	1	950
Conciliation	19	7,458	4	1,325	11	5,193	4	940	-	-	-	-
Post-conciliation bargaining	10	9,824	6	8,309	3	1,235	-	-	1	280	-	-
Mediation	31	19,697	8	3,532	13	9,176	3	2,358	4	3,500	3	1,131
Post-mediation bargaining.....	10	14,717	2	513	-	-	1	8,578	5	4,166	2	1,460
Arbitration	59	34,062	-	-	-	-	54	27,408	5	6,654	-	-
Work stoppage	16	15,440	3	1,932	10	10,074	3	3,434	-	-	-	-
Other	16	10,999	-	-	6	2,367	1	200	8	6,432	1	2,000

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1985

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

December 1985



Hon William Wrye
Minister

T.E. Armstrong, Q.C.
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
December, 1985

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1985

Settlements were negotiated during the second quarter of 1985 in 205 collective agreements covering 200 or more Ontario employees. A total of 145,551 employees were affected, mostly in communications, education, and local government.

Wage Adjustments

The 205 settlements provided increases on base wage rates averaging 3.4 percent annually over the term of the agreements, down from the 4.0 percent negotiated in the first quarter. (See Chart 1 and Table 6).

Of the 145,551 employees covered by the second quarter settlements, 24,957 received no increases over the term of the 14 agreements involved. (See Table 5). Another 5,421 employees, covered by 11 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 3.3 percent a year; and 3,100 employees had wage cuts averaging 3.6 percent a year.

The predominant increases in the second quarter settlements averaged 4.0-4.9 percent a year, and were received by 40 percent of the employees covered by 39 percent of the agreements. (See Table 5). Seventy-three percent of the employees received increases averaging 2.0-5.9 percent a year in 78 percent of the agreements; and only 5 percent covered by 11 percent of the agreements gained increases averaging 6 percent or more a year.

Manufacturing. The second quarter settlements covered 23,558 employees under 58 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.3 percent a year, up from 3.0 percent in the first quarter. Six of the agreements covering 3,141 employees in meat processing, clothing, paper and primary metals gave no increases. Of the employees who received increases, 76 percent had adjustments averaging less than 5.0 percent a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 3.6 percent a year, down from 4.4 percent in the first quarter. (See Table 1). Five of the agreements covering 20,916 employees gave no increases. Of the employees who received increases, 76 percent had adjustments averaging less than 5.0 percent a year. (See Table 5).

Construction settlements provided increases averaging 0.7 percent a year, the lowest on record. Of the 8,865 employees affected, 900 received no increases; and 3,100 had decreases averaging 3.6 percent a year. Of the employees who received increases, 88 percent had adjustments averaging less than 5.0 percent a year. (See Table 5).

Public and Private Sectors. The second quarter settlements included 110 agreements covering 85,101 employees in federal and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 4.4 percent a year, down from 4.5 percent in the first quarter. Ninety-one percent of the employees received increases of 3.0-5.9 percent a year. (See Tables 5 and 6).

Increases in the 95 private sector agreements averaged 1.9 percent a year, down from 3.3 percent in the first quarter. Of the 60,450 employees covered, 28,057 received no increases or had decreases in 16 agreements. Of the employees who received increases 83 percent had adjustments averaging 2.0-5.9 percent a year. (See Tables 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 34 of the second quarter settlements, covering 35,763 employees mostly under agreements in communications and mining. (See Tables 1 and 6). Increases in these COLA agreements averaged 1.1 percent a year, down from 2.7 percent in the first quarter. Six agreements covering 22,196 employees provided no increases. Of the employees who received increases, 79 percent had adjustments averaging less than 5.0 percent a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 171 agreements without COLA clauses provided increases averaging 4.1 percent a year, down from 4.5 percent in the first quarter. Of the 109,788 employees covered, 5,861 under 10 agreements received no increases or had decreases. Of the employees who received increases, 86 percent had adjustments averaging 3.0-5.9 percent a year.

Benefit Changes

Existing benefits were changed or new ones established in second quarter settlements of 183 agreements covering 132,255 employees. Dental care, hospital and medical insurance, paid vacations, pensions, and life insurance were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 107 agreements covering 91,362 employees; and increased medical benefits in 86 agreements covering 45,698 employees, and life insurance benefits in 55 agreements covering 43,268 employees.

Pension plans were revised in 56 agreements covering 40,852 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 72 agreements covering 50,735 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The second quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter. Thirty-four percent of the settlements covering 28 percent of the employees were concluded in 1-3 months. (See Table 8). Another 48 percent covering 51 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 18 percent of the agreements covering 21 percent of the employees.

Negotiations of private sector agreements took an average of 4 months to complete, compared with an average of 8 months for public sector agreements. Ninety-one percent of the private sector settlements covering 71 percent of the employees involved were completed in 6 months or less, compared with 49 percent of the public sector settlements covering 32 percent of the employees. Settlements took more than 9 months to achieve in 33 public sector agreements covering 28,113 employees, compared with 4 agreements covering 2,666 employees in the private sector.

Settlements were reached by the parties without outside assistance in 34 percent of the agreements covering 34 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 60 percent of the agreements covering 59 percent of the employees, including 17 agreements covering 8,114 employees that involved work stoppages. Negotiations in the remaining 11 agreements covering 8 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees
Second Quarter 1983 to Second Quarter 1985

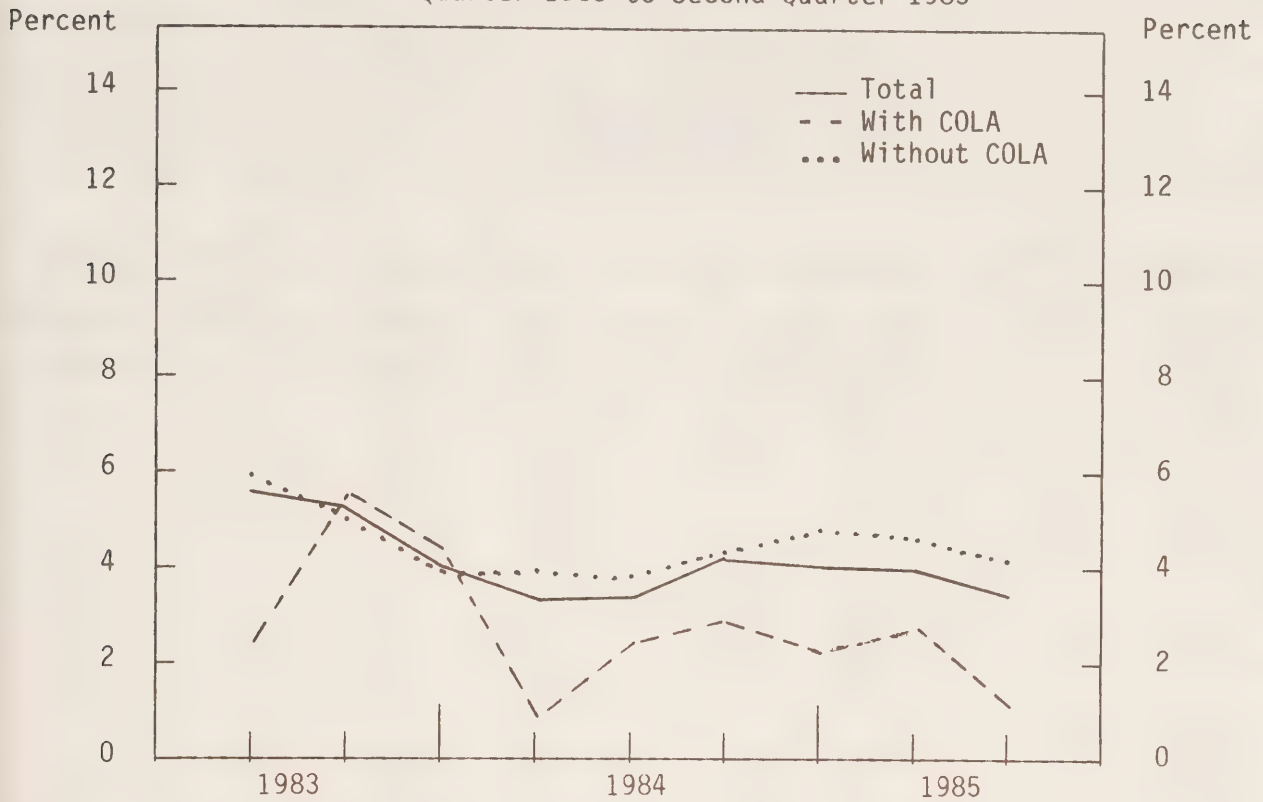


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Agreements Covering 200 or More Employees
Second Quarter 1983 to Second Quarter 1985

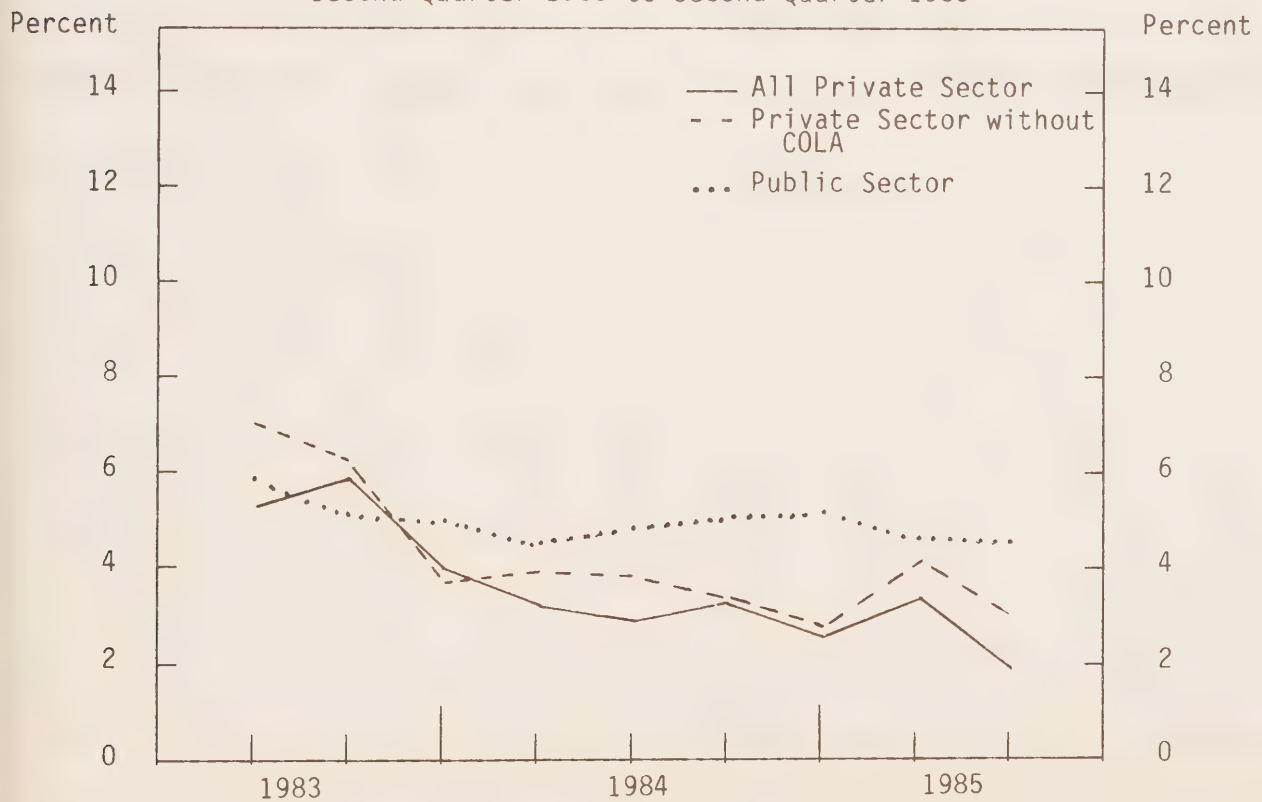


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1985

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	205	145,551	3.4	34	35,763	1.1	171	109,788	4.1
All industries, excluding construction	192	136,686	3.6	34	35,763	1.1	158	100,923	4.4
Manufacturing	58	23,558	3.3	21	11,162	2.0	37	12,396	4.5
Food, Beverages	9	3,159	4.4	-	-	-	9	3,159	4.4
Tobacco	2	536	6.5	-	-	-	2	536	6.5
Rubber, Plastics	1	325	3.1	1	325	3.1	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	2	536	5.3	-	-	-	2	536	5.3
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	2	945	2.8	-	-	-	2	945	2.8
Wood	3	820	7.7	-	-	-	3	820	7.7
Furniture, Fixtures	1	250	5.0	-	-	-	1	250	5.0
Paper	1	230	0.0	-	-	-	1	230	0.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	6	3,296	0.9	5	3,096	0.6	1	200	4.5
Fabricated Metals	4	1,050	3.5	3	820	2.3	1	230	7.9
Machinery	4	1,742	1.9	2	1,322	1.6	2	420	2.6
Transportation Equipment	4	2,707	2.7	3	2,450	2.2	1	257	7.9
Electrical Products	9	4,202	3.1	3	1,870	2.4	6	2,332	3.7
Non-Metallic Minerals	3	1,238	4.9	1	494	4.7	2	744	5.1
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	3	1,137	4.5	-	-	-	3	1,137	4.5
Miscellaneous Mfg.	4	1,385	3.9	3	785	3.9	1	600	4.0
Non-manufacturing, excluding construction	134	113,128	3.6	13	24,601	0.7	121	88,527	4.4
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	6,550	0.1	1	6,550	0.1	-	-	-
Transportation	7	9,771	3.8	2	1,056	4.4	5	8,715	3.7
Storage	-	-	-	-	-	-	-	-	-
Communications	5	14,927	0.4	3	13,727	0.1	2	1,200	4.1
Electric, Gas, Water	3	705	4.2	1	225	4.4	2	480	4.1
Wholesale Trade	2	880	4.8	1	350	3.9	1	530	5.4
Retail Trade	7	7,310	4.1	-	-	-	7	7,310	4.1
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	57	40,140	4.6	4	2,183	3.4	53	37,957	4.6
Health, Welfare Services	18	5,166	4.9	-	-	-	18	5,166	4.9
Recreational Services	3	809	4.3	-	-	-	3	809	4.3
Management Services	3	1,148	3.2	-	-	-	3	1,148	3.2
Personal Services	2	1,100	4.9	-	-	-	2	1,100	4.9
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	2	3,860	3.3	-	-	-	2	3,860	3.3
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	24	20,762	4.4	1	510	4.4	23	20,252	4.4
Construction	13	8,865	0.7	-	-	-	13	8,865	0.7

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	45	35,077	4.6	120	71,419	4.0	40	39,055	1.1
Industries, excluding construction	42	34,177	4.7	111	64,754	4.2	39	37,755	1.4
Manufacturing	-	-	-	34	12,410	4.4	24	11,148	2.1
Beverages	-	-	-	8	2,679	4.4	1	480	4.1
Food	-	-	-	2	536	6.5	-	-	-
Textile, Plastics	-	-	-	-	-	-	1	325	3.1
Chemical	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	286	6.5	1	250	3.9
Grain Mills	-	-	-	-	-	-	-	-	-
Printing	-	-	-	2	945	2.8	-	-	-
Other	-	-	-	1	350	12.9	2	470	3.8
Furniture, Fixtures	-	-	-	1	250	5.0	-	-	-
Other	-	-	-	-	-	-	1	230	0.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	2	420	2.1	4	2,876	0.7
Aluminum	-	-	-	2	570	4.9	2	480	1.9
Other	-	-	-	-	-	-	4	1,742	1.9
Transportation Equipment	-	-	-	1	257	7.9	3	2,450	2.2
Chemical Products	-	-	-	8	3,902	3.2	1	300	2.0
Non-metallic Minerals	-	-	-	3	1,238	4.9	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	2	717	4.9	1	420	3.8
Other	-	-	-	1	260	3.3	3	1,125	4.1
Non-manufacturing, excluding construction	42	34,177	4.7	77	52,344	4.2	15	26,607	1.0
Other	-	-	-	-	-	-	-	-	-
Quarrying	-	-	-	-	-	-	1	6,550	0.1
Transportation	-	-	-	4	8,515	3.7	3	1,256	4.1
Other	-	-	-	-	-	-	-	-	-
Communications	-	-	-	1	800	4.3	4	14,127	0.2
Electric, Gas, Water	-	-	-	3	705	4.2	-	-	-
Retail Trade	-	-	-	2	880	4.8	-	-	-
Wholesale Trade	2	5,696	4.8	2	900	0.7	3	714	3.1
Other	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	30	24,058	4.9	27	16,082	4.2	-	-	-
Health, Welfare Services	4	1,427	3.7	14	3,739	5.4	-	-	-
Professional Services	2	480	4.7	1	329	3.6	-	-	-
Government Services	-	-	-	3	1,148	3.2	-	-	-
Other	-	-	-	1	800	4.9	1	300	5.0
Other	-	-	-	-	-	-	-	-	-
Other	1	1,755	3.3	1	2,105	3.3	-	-	-
Other	-	-	-	-	-	-	-	-	-
Other	3	761	5.0	18	16,341	4.4	3	3,660	4.5
Construction	3	900	0.0	9	6,665	2.1	1	1,300	-5.5

¹ One-year agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreement		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	1	238	5.0	11	5,404	3.0	22	30,121	0.
All industries, excluding construction	1	238	5.0	11	5,404	3.0	22	30,121	0.
Manufacturing	-	-	-	6	2,884	2.7	15	8,278	1.
Food, Beverages	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	1	325	3.
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	220	0.0	4	2,876	0.
Fabricated Metals	-	-	-	1	340	2.8	2	480	1.
Machinery	-	-	-	-	-	-	2	1,322	1.
Transportation Equipment	-	-	-	-	-	-	3	2,450	2.
Electrical Products	-	-	-	2	1,570	2.4	1	300	2.
Non-Metallic Minerals	-	-	-	1	494	4.7	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	1	260	3.3	2	525	4.
Non-manufacturing, excluding construction	1	238	5.0	5	2,520	3.4	7	21,843	0.
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	6,550	0.
Transportation	-	-	-	-	-	-	2	1,056	4.
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	3	13,727	0.
Electric, Gas, Water	-	-	-	1	225	4.4	-	-	-
Wholesale Trade	-	-	-	1	350	3.9	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	1	238	5.0	3	1,945	3.2	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	1	510	4.
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	44	34,839	4.6	109	66,015	4.1	18	8,934	2.5
Industries, excluding construction	41	33,939	4.7	100	59,350	4.3	17	7,634	3.9
Manufacturing	-	-	-	28	9,526	4.9	9	2,870	3.4
Beverages	-	-	-	8	2,679	4.4	1	480	4.1
Food	-	-	-	2	536	6.5	-	-	-
Textiles, Apparel, Plastics	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	-	-	-	-	-	-
Electronics	-	-	-	-	-	-	-	-	-
Printing	-	-	-	1	286	6.5	1	250	3.9
Food Processing Mills	-	-	-	-	-	-	-	-	-
Textile Mills	-	-	-	2	945	2.8	-	-	-
Chemical	-	-	-	1	350	12.9	2	470	3.8
Furniture, Fixtures	-	-	-	1	250	5.0	-	-	-
Printing	-	-	-	-	-	-	1	230	0.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	200	4.5	-	-	-
Refined Metals	-	-	-	1	230	7.9	-	-	-
Smelting	-	-	-	-	-	-	2	420	2.6
Transportation Equipment	-	-	-	1	257	7.9	-	-	-
Chemical Products	-	-	-	6	2,332	3.7	-	-	-
Metallurgical Minerals	-	-	-	2	744	5.1	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	2	717	4.9	1	420	3.8
Miscellaneous Mfg.	-	-	-	-	-	-	1	600	4.0
Non-manufacturing, excluding construction	41	33,939	4.7	72	49,824	4.2	8	4,764	4.2
Electricity	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	4	8,515	3.7	1	200	2.4
Communication	-	-	-	-	-	-	-	-	-
Telecommunications	-	-	-	1	800	4.3	1	400	3.7
Electric, Gas, Water	-	-	-	2	480	4.1	-	-	-
Retail Trade	-	-	-	1	530	5.4	-	-	-
Wholesale Trade	2	5,696	4.8	2	900	0.7	3	714	3.1
Finance	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	29	23,820	4.9	24	14,137	4.4	-	-	-
Health, Welfare Services	4	1,427	3.7	14	3,739	5.4	-	-	-
Professional Services	2	480	4.7	1	329	3.6	-	-	-
Government Services	-	-	-	3	1,148	3.2	-	-	-
Personal Services	-	-	-	1	800	4.9	1	300	5.0
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	1	1,755	3.3	1	2,105	3.3	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Federal Administration	3	761	5.0	18	16,341	4.4	2	3,150	4.5
Construction	3	900	0.0	9	6,665	2.1	1	1,300	-5.5

¹ One-year agreements are agreements effective for 6 to 17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
All Industries						
Total	205	145,551	34	35,763	171	109,788
No increase	14	24,957	6	22,196	8	2,761
Decrease	2	3,100	-	-	2	3,100
Increase	189	117,494	28	13,567	161	103,927
Under 2.0 percent	7	3,448	5	2,627	2	821
2.0 - 2.9 percent	18	10,172	8	5,145	10	5,027
3.0 - 3.9 percent	33	18,657	8	3,135	25	15,522
4.0 - 4.9 percent	79	57,693	5	1,772	74	55,921
5.0 - 5.9 percent	30	19,552	2	888	28	18,664
6.0 - 6.9 percent	8	2,951	-	-	8	2,951
7.0 - 7.9 percent	8	2,835	-	-	8	2,835
8.0 percent and over	6	2,186	-	-	6	2,186
Manufacturing						
Total	58	23,558	21	11,162	37	12,396
No increase	6	3,141	3	2,146	3	995
Decrease	-	-	-	-	-	-
Increase	52	20,417	18	9,016	34	11,401
Under 2.0 percent	5	2,627	5	2,627	-	-
2.0 - 2.9 percent	11	5,777	7	4,485	4	1,292
3.0 - 3.9 percent	10	2,712	4	1,092	6	1,620
4.0 - 4.9 percent	11	4,478	2	812	9	3,666
5.0 - 5.9 percent	7	2,434	-	-	7	2,434
6.0 - 6.9 percent	3	1,036	-	-	3	1,036
7.0 - 7.9 percent	4	1,003	-	-	4	1,003
8.0 percent and over	1	350	-	-	1	350
Non-manufacturing, including construction						
Total	147	121,993	13	24,601	134	97,392
No increase	8	21,816	3	20,050	5	1,766
Decrease	2	3,100	-	-	2	3,100
Increase	137	97,077	10	4,551	127	92,526
Under 2.0 percent	2	821	-	-	2	821
2.0 - 2.9 percent	7	4,395	1	660	6	3,735
3.0 - 3.9 percent	23	15,945	4	2,043	19	13,902
4.0 - 4.9 percent	68	53,215	3	960	65	52,255
5.0 - 5.9 percent	23	17,118	2	888	21	16,230
6.0 - 6.9 percent	5	1,915	-	-	5	1,915
7.0 - 7.9 percent	4	1,832	-	-	4	1,832
8.0 percent and over	5	1,836	-	-	5	1,836
Non-manufacturing, excluding construction						
Total	134	113,128	13	24,601	121	88,527
No increase	5	20,916	3	20,050	2	866
Decrease	-	-	-	-	-	-
Increase	129	92,212	9	3,891	120	88,321
Under 2.0 percent	1	421	-	-	1	421
2.0 - 2.9 percent	6	2,695	1	660	5	2,035

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	20	14,745	4	2,043	16	12,702
4.0 - 4.9 percent	67	52,215	3	960	64	51,255
5.0 - 5.9 percent	22	16,773	2	888	20	15,885
6.0 - 6.9 percent	5	1,915	-	-	5	1,915
7.0 - 7.9 percent	4	1,832	-	-	4	1,832
8.0 percent and over	4	1,616	-	-	4	1,616
Construction						
Total	13	8,865	-	-	13	8,865
Increase	3	900	-	-	3	900
Decrease	2	3,100	-	-	2	3,100
Increase	8	4,865	-	-	8	4,865
Under 2.0 percent	1	400	-	-	1	400
2.0 - 2.9 percent	1	1,700	-	-	1	1,700
3.0 - 3.9 percent	3	1,200	-	-	3	1,200
4.0 - 4.9 percent	1	1,000	-	-	1	1,000
5.0 - 5.9 percent	1	345	-	-	1	345
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	1	220	-	-	1	220
Private sector						
Total	95	60,450	28	33,499	67	26,951
Increase	14	24,957	6	22,196	8	2,761
Decrease	2	3,100	-	-	2	3,100
Increase	79	32,393	22	11,303	57	21,090
Under 2.0 percent	6	3,027	5	2,627	1	400
2.0 - 2.9 percent	15	8,327	7	4,485	8	3,842
3.0 - 3.9 percent	20	6,592	7	2,729	13	3,863
4.0 - 4.9 percent	16	7,038	2	812	14	6,226
5.0 - 5.9 percent	13	4,800	1	650	12	4,150
6.0 - 6.9 percent	3	1,036	-	-	3	1,036
7.0 - 7.9 percent	4	1,003	-	-	4	1,003
8.0 percent and over	2	570	-	-	2	570
Public sector						
Total	110	85,101	6	2,264	104	82,837
Increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	110	85,101	5	1,604	105	83,497
Under 2.0 percent	1	421	-	-	1	421
2.0 - 2.9 percent	3	1,845	1	660	2	1,185
3.0 - 3.9 percent	13	12,065	1	406	12	11,659
4.0 - 4.9 percent	63	50,655	3	960	60	49,695
5.0 - 5.9 percent	17	14,752	1	238	16	14,514
6.0 - 6.9 percent	5	1,915	-	-	5	1,915
7.0 - 7.9 percent	4	1,832	-	-	4	1,832
8.0 percent and over	4	1,616	-	-	4	1,616

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1984 - Second Quarter 1985

Year and Type of Agreement	Agreements	Employees	Percent Increase
Second Quarter 1984			
All agreements	180	141,031	3.5
Agreements with cost-of-living clause	42	36,629	2.3
Agreements without cost-of-living clause	138	104,402	3.9
All private sector agreements	103	98,201	2.8
Private sector agreements with cost-of-living clause	41	36,401	2.3
Private sector agreements without cost-of-living clause ..	62	61,800	3.3
All public sector agreements	77	42,830	4.8
Public sector agreements with cost-of-living clause	1	228	2.1
Public sector agreements without cost-of-living clause ...	76	42,602	4.9
Third Quarter 1984			
All agreements	132	121,421	4.1
Agreements with cost-of-living clause	21	10,454	2.4
Agreements without cost-of-living clause	111	110,967	4.3
All private sector agreements	65	54,026	3.0
Private sector agreements with cost-of-living clause	21	10,948	3.1
Private sector agreements without cost-of-living clause ..	47	44,562	3.2
All public sector agreements	67	67,395	5.0
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	67	67,395	5.0
Fourth Quarter 1984			
All agreements	191	200,209	4.1
Agreements with cost-of-living clause	19	62,329	2.4
Agreements without cost-of-living clause	172	137,880	4.8
All private sector agreements	71	86,603	2.5
Private sector agreements with cost-of-living clause	18	54,329	2.4
Private sector agreements without cost-of-living clause ..	53	32,274	2.7
All public sector agreements	120	113,606	5.2
Public sector agreements with cost-of-living clause	1	8,000	2.3
Public sector agreements without cost-of-living clause ...	119	105,606	5.4
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
All private sector agreements	64	35,957	3.3
Private sector agreements with cost-of-living clause	24	20,047	2.6
Private sector agreements without cost-of-living clause ..	37	15,910	4.1
All public sector agreements	134	94,605	4.5
Public sector agreements with cost-of-living clause	8	16,309	2.7
Public sector agreements without cost-of-living clause ...	126	78,296	4.9
Second Quarter 1985			
All agreements	205	145,551	3.4
Agreements with cost-of-living clause	34	35,763	1.1
Agreements without cost-of-living clause	171	109,788	4.1
All private sector agreements	95	60,450	1.9
Private sector agreements with cost-of-living clause	28	33,499	0.9
Private sector agreements without cost-of-living clause ..	67	26,951	3.1
All public sector agreements	110	85,101	4.4
Public sector agreements with cost-of-living clause	6	2,264	3.6
Public sector agreements without cost-of-living clause ...	104	82,837	4.5

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1985

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	205	100.0	145,551	100.0
Settlements establishing or improving one or more benefits	183	89.3	132,285	90.9
Paid holidays	22	10.7	13,235	9.1
Paid vacations	72	35.1	50,735	34.9
Other paid leaves	55	26.8	62,036	42.6
Hospital and medical	86	42.0	45,698	31.4
Dental	107	52.2	91,362	62.8
Sickness and accident	25	12.2	23,746	16.3
Long term disability	28	13.7	22,048	15.1
Life insurance	55	26.8	43,268	29.7
Pensions	56	27.3	40,852	28.1
Other benefits	12	5.9	20,754	14.3
Settlements not changing any benefits	22	10.7	13,266	9.1

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Second Quarter 1985

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	205	145,551	95	60,450	110	85,101
1-3 months	70	40,456	48	29,446	22	11,010
4-6 months	70	29,847	38	13,595	32	16,252
7-9 months	28	44,469	5	14,743	23	29,726
10-12 months	8	4,521	4	2,666	4	1,855
13 months and over	29	26,258	-	-	29	26,258

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, Second Quarter 1985

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	205	145,551	95	60,450	110	85,101
Direct bargaining	70	48,761	32	26,700	38	22,061
Conciliation	26	16,962	7	2,529	19	14,433
Post-conciliation bargaining ..	29	18,448	18	15,156	11	3,292
Mediation	39	35,222	22	9,322	17	25,900
Post-mediation bargaining	5	1,930	2	400	3	1,530
Arbitration	11	11,598	-	-	11	11,598
Work stoppage	17	8,114	12	4,913	5	3,201
Other	8	4,516	2	1,430	6	3,086

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Second Quarter 1985

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
	Agree-ments	Employ-ees	Agree-ments	Employ-ees	Agree-ments	Employ-ees	Agree-ments	Employ-ees	Agree-ments	Employ-ees	Agree-ments	Employ-ee
Total	205	145,551	70	40,456	70	29,847	28	44,469	8	4,521	29	26,258
Direct bargaining ..	70	48,761	42	21,276	17	8,494	8	15,541	1	300	2	3,150
Conciliation	26	16,962	7	2,305	13	4,817	5	9,620	1	220	-	-
Post-conciliation bargaining	29	18,448	11	11,160	10	3,477	2	736	3	2,350	3	725
Mediation	39	35,222	10	5,715	15	5,222	5	13,993	-	-	9	10,292
Post-mediation bargaining.....	5	1,930	-	-	2	400	-	-	-	-	3	1,530
Arbitration	11	11,598	-	-	1	2,105	-	-	-	-	10	9,493
Work stoppage	17	8,114	-	-	10	3,902	4	2,561	3	1,651	-	-
Other	8	4,516	-	-	2	1,430	4	2,018	-	-	2	1,068

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1985

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

April 1986



Hon. William Wrye
Minister

T.E. Armstrong
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
April, 1986

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1985

Settlements were negotiated during the third quarter of 1985 in 120 collective agreements covering 200 or more Ontario employees. A total of 113,518 employees were affected, mostly in education, transportation, electric utility and provincial and local governments.

Wage Adjustments

The 120 settlements provided increases on base wage rates averaging 4.4 percent annually over the term of the agreements, up from the 3.4 percent negotiated in the second quarter. (See Chart 1 and Table 6).

Of the 113,518 employees covered by the third quarter settlements, 2,547 received no increases over the term of the 6 agreements involved. (See Table 5). Another 6,470 employees, covered by 8 agreements, received no increases in the first or first and second years of the agreements, but will have subsequent increases averaging 2.5 percent a year; and 700 employees had wage cuts averaging 3.7 percent a year.

The predominant increases in the third quarter settlements averaged 4.0-4.9 percent a year, and were received by 35 percent of the employees covered by 33 percent of the agreements. (See Table 5). Seventy-seven percent of the employees received increases averaging 3.0-6.9 percent a year in 79 percent of the agreements, 8 percent covered by 3 agreements had increases averaging more than 6.9 percent a year, and 13 percent had increases averaging less than 3.0 percent a year.

Manufacturing. The third quarter settlements covered 13,005 employees under 29 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 2.9 percent a year, down from 3.3 percent in the second quarter. Two of the agreements covering 1,054 employees gave no increases. Of the employees who received increases, 57 percent had adjustments averaging 3.0-5.9 percent a year, 33 percent had gains averaging less than 3.0 percent a year, and 5 percent had raises averaging more than 6.0 percent a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 4.7 percent a year, up from 3.6 percent in the third quarter. (See Table 1). Three of the agreements covering 1,293 employees gave no increases. Of the employees who received increases, 80 percent had adjustments averaging 3.0-6.9 percent a year, 9 percent had gains averaging more than 6.9 percent a year, and 10 had increases averaging less than 3.0 percent a year.

Of the two construction settlements in the third quarter, one provided no increases for 200 employees, and one provided for wage cuts averaging 3.7 percent for 700 employees.

Public and Private Sectors. The third quarter settlements included 66 agreements covering 79,457 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 5.1 percent a year, up from 4.4 percent in the second quarter. Seventy-seven of the employees received increases averaging 4.0-6.9 percent a year, 11 percent received increases averaging more than 6.9 percent a year, and the remaining 12 percent received increases averaging less than 4.0 percent a year. (See Tables 5 and 6).

Increases in the 54 private sector settlements averaged 2.9 percent a year, up from 1.9 percent in the second quarter. Of the 34,061 employees covered, 3,247 received no increases or had decreases in 7 agreements. Of the employees who received increases, 95 percent had adjustments averaging 2.0-5.9 percent a year, and 5 percent had adjustments averaging more than 5.9 percent a year. (See Table 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 12 of the third quarter settlements, covering 28,320 employees mostly under one agreement in electrical utilities. (See Tables 1 and 6). Increases in these COLA agreements averaged 3.1 percent a year, up from 1.1 percent in the second quarter. One agreement covering 1,054 employees provided no increases. Of the employees who received increases, 57 percent had adjustments averaging 4.0-4.9 percent a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index).

Settlements in the 108 agreements without COLA clauses provided increases averaging 4.9 percent a year, up from 4.1 percent in the second quarter. Of the 84,298 employees covered, 2,193 under 5 agreements received no increases or had decreases. Of the employees who received increases, 83 percent had adjustments averaging 3.0-6.9 percent a year.

Benefit Changes

Existing benefits were changed or new ones established in third quarter settlements of 110 agreements covering 109,180 employees. Dental care, paid vacations, hospital and medical insurance, life insurance, and pensions were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 61 agreements covering 68,364 employees; and increased benefits in medical plans in 39 agreements covering 40,679 employees, and in life insurance plans in 29 agreements covering 17,159 employees.

Pension plans were revised in 25 agreements covering 46,676 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 40 agreements covering 40,110 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The third quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same as in the second quarter. Thirty-four percent of the settlements covering 22 percent of the employees were concluded in 1-3 months. (See Table 8). Another 49 percent covering 67 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 17 percent of the agreements covering 11 percent of the employees.

Negotiations of private sector agreements took an average of 5 months to complete, compared with an average of 7 months for public sector agreements. Seventy-two percent of the private sector settlements covering 70 percent of the employees involved were completed in 6 months or less, compared with 59 percent of the public sector settlements covering 46 percent of the employees. Settlements took more than 9 months to achieve in 13 public sector agreements covering 8,100 employees, compared with 7 agreements covering 4,603 employees in the private sector.

Settlements were reached by the parties without outside assistance in 35 percent of the agreements covering 23 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 60 percent of the agreements covering 58 percent of the employees, including 14 agreements covering 10,711 employees that involved work stoppages. Negotiations in the remaining 8 agreements covering 26 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees
Third Quarter 1983 to Third Quarter 1985

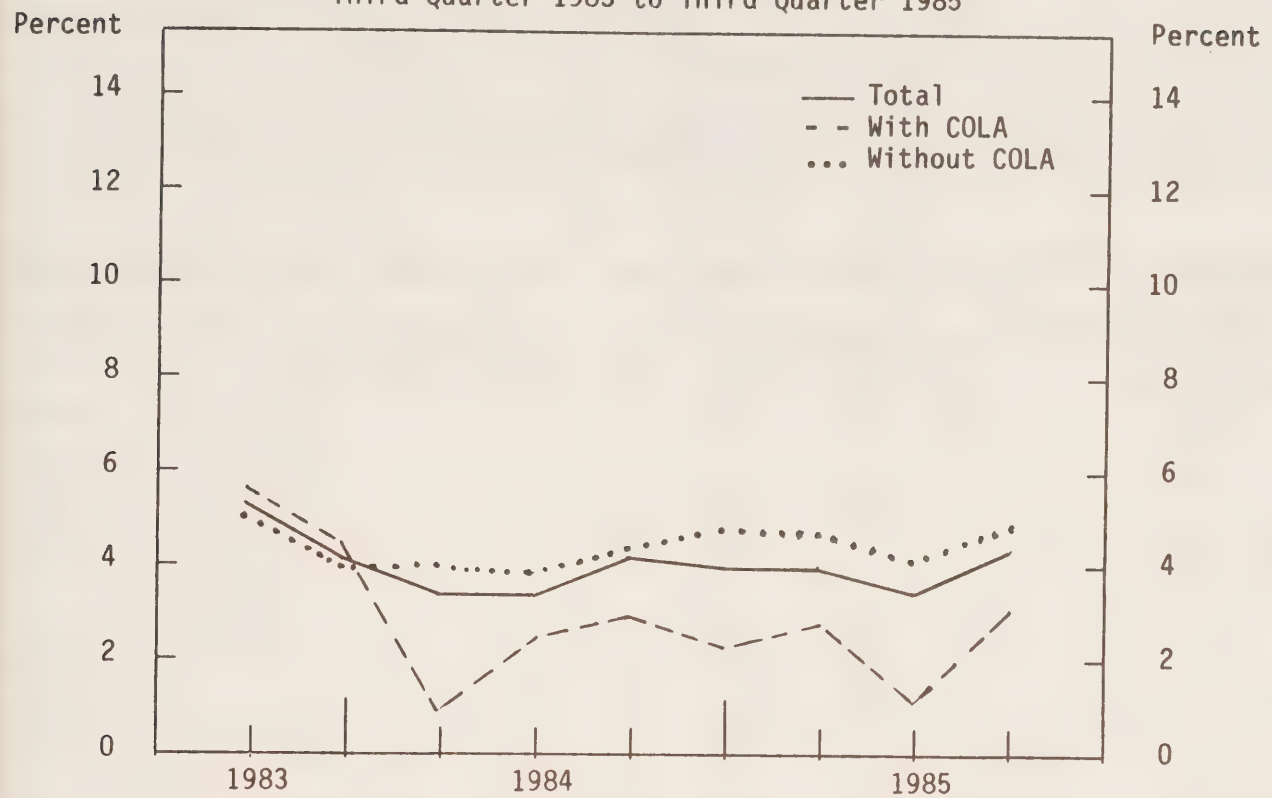


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Agreements Covering 200 or More Employees
Third Quarter 1983 to Third Quarter 1985

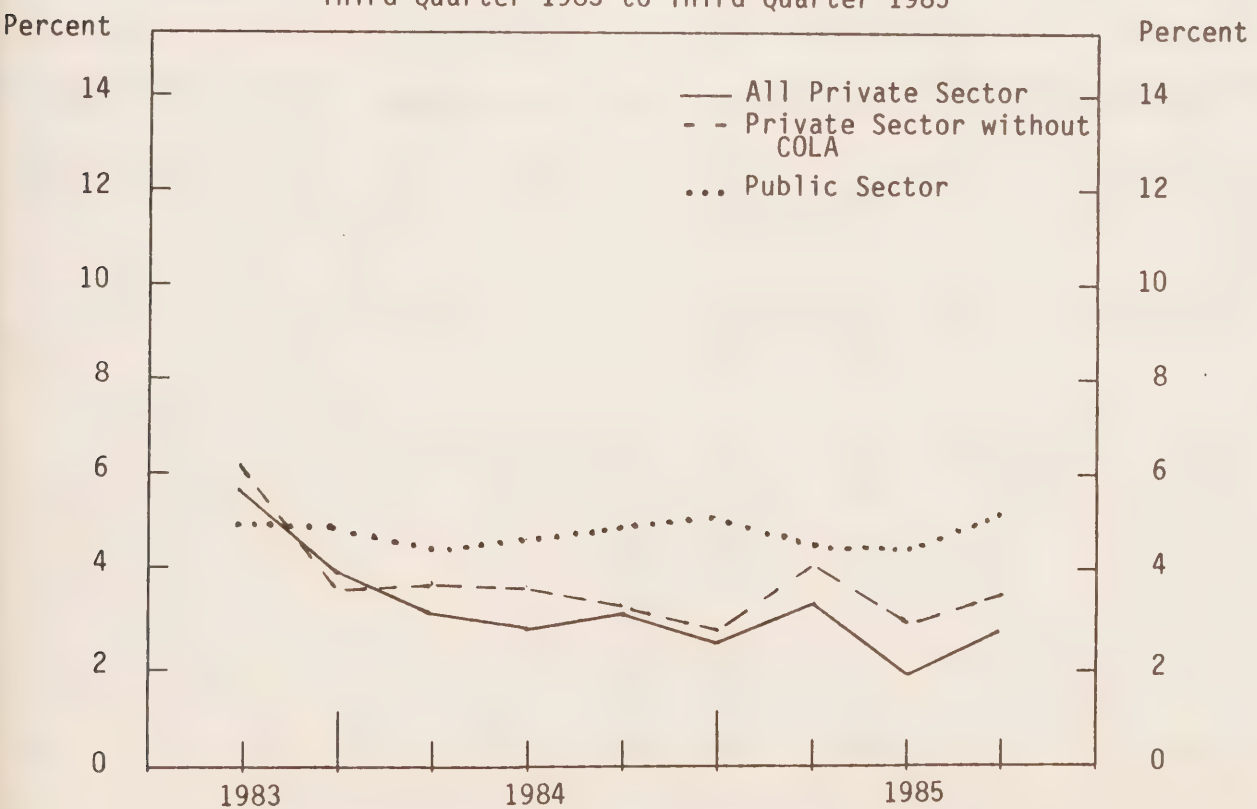


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Third Quarter 1985

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	120	113,518	4.4	12	28,320	3.1	108	85,198	4.4
All industries, excluding construction	118	112,618	4.5	12	28,320	3.1	106	84,298	4.4
Manufacturing	29	13,004	2.9	4	5,279	0.5	25	7,725	4.4
Food, Beverages	5	1,989	4.2	-	-	-	5	1,989	4.4
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	1	200	5.6	-	-	-	1	200	5.6
Leather	1	235	4.1	-	-	-	1	235	4.1
Textiles	1	337	3.0	-	-	-	1	337	3.0
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-
Wood	2	570	4.5	-	-	-	2	570	4.5
Furniture, Fixtures	1	200	4.8	-	-	-	1	200	4.8
Paper	5	1,274	4.2	-	-	-	5	1,274	4.2
Printing, Publishing	1	220	5.9	-	-	-	1	220	5.9
Primary Metals	1	225	2.1	1	225	2.1	-	-	-
Fabricated Metals	1	510	3.7	-	-	-	1	510	3.7
Machinery	3	4,824	1.0	2	4,404	0.5	1	420	5.9
Transportation Equipment	3	832	5.4	-	-	-	3	832	5.4
Electrical Products	3	1,290	2.1	1	650	0.0	2	640	4.1
Non-Metallic Minerals	1	298	4.7	-	-	-	1	298	4.7
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	89	99,614	4.7	8	23,041	3.7	81	76,573	5.0
Forestry	1	325	3.8	-	-	-	1	325	3.8
Mining, Quarrying	7	4,115	1.2	3	2,625	1.1	4	1,490	1.2
Transportation	10	16,687	4.1	2	3,200	2.7	8	13,487	4.1
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	2	15,210	4.3	1	15,000	4.2	1	210	4.3
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	3	1,370	5.0	-	-	-	3	1,370	5.0
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	26	19,133	5.4	2	2,216	4.2	24	16,917	5.4
Health, Welfare Services	10	3,551	4.5	-	-	-	10	3,551	4.5
Recreational Services	2	3,000	3.2	-	-	-	2	3,000	3.2
Management Services	2	700	3.0	-	-	-	2	700	3.0
Personal Services	2	2,500	5.5	-	-	-	2	2,500	5.5
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	7	5,219	3.0	-	-	-	7	5,219	3.0
Provincial Administration	5	16,149	6.0	-	-	-	5	16,149	6.0
Local Administration	12	11,655	5.4	-	-	-	12	11,655	5.4
Construction	2	900	-2.9	-	-	-	2	900	-2.9

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	40	35,674	5.0	56	58,521	4.6	24	19,323	2.8
Industries, excluding construction	39	35,474	5.0	55	57,821	4.7	24	19,323	2.8
Manufacturing	2	431	2.6	16	4,961	4.2	11	7,612	2.0
Beverages	1	229	2.0	3	1,150	4.4	1	610	4.7
Food	-	-	-	-	-	-	-	-	-
Chemical, Plastics	-	-	-	1	200	5.6	-	-	-
Textile	-	-	-	1	235	4.1	-	-	-
Leather	-	-	-	-	-	-	1	337	3.0
Printing Mills	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
.....	-	-	-	2	570	4.5	-	-	-
Furniture, Fixtures	-	-	-	1	200	4.8	-	-	-
.....	-	-	-	2	606	4.6	3	668	3.8
Printing, Publishing	-	-	-	1	220	5.9	-	-	-
Primary Metals	-	-	-	-	-	-	1	225	2.1
Integrated Metals	-	-	-	1	510	3.7	-	-	-
Chemical	-	-	-	1	404	0.0	2	4,420	1.1
Transportation Equipment	1	202	3.3	1	226	6.4	1	404	6.0
Chemical Products	-	-	-	2	640	4.3	1	650	0.0
Metallurgical Minerals	-	-	-	-	-	-	1	298	4.7
Chemical, Oil	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	37	35,043	5.0	39	52,860	4.8	13	11,711	3.2
.....	-	-	-	-	-	-	1	325	3.8
Quarrying	-	-	-	4	1,600	0.3	3	2,515	1.8
Transportation	-	-	-	4	10,815	4.8	6	5,872	2.8
.....	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	2	15,210	4.3	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	3	1,370	5.0	-	-	-
.....	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Insurance, Related Services ..	19	9,872	4.9	7	9,261	6.0	-	-	-
Health, Welfare Services	5	1,393	4.7	5	2,158	4.3	-	-	-
Professional Services	2	3,000	3.2	-	-	-	-	-	-
Government Services	-	-	-	2	700	3.0	-	-	-
Other	-	-	-	-	-	-	2	2,500	5.5
Other	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Other	4	3,211	2.9	2	1,509	3.2	1	499	3.0
Other	5	16,149	6.0	-	-	-	-	-	-
Other	2	1,418	4.7	10	10,237	5.5	-	-	-
Other	1	200	0.0	1	700	-3.7	-	-	-

¹ One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	-	-	-	6	18,295	4.0	6	10,025	1.0
All industries, excluding construction	-	-	-	6	18,295	4.0	6	10,025	1.0
Manufacturing	-	-	-	1	404	0.0	3	4,875	0.0
Food, Beverages	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	225	2.0
Fabricated Metals	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	1	404	0.0	1	4,000	0.0
Transportation Equipment	-	-	-	-	-	-	-	-	-
Electrical Products	-	-	-	-	-	-	1	650	0.0
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	-	-	-	5	17,891	4.1	3	5,150	2.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	2	675	0.6	1	1,950	1.0
Transportation	-	-	-	-	-	-	2	3,200	2.0
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	1	15,000	4.2	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	2	2,216	4.2	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	40	35,674	5.0	50	40,226	4.9	18	9,298	4.2
Industries, excluding construction	39	35,474	5.0	49	39,526	5.1	18	9,298	4.2
Manufacturing	2	431	2.6	15	4,557	4.6	8	2,737	4.6
Beverages	1	229	2.0	3	1,150	4.4	1	610	4.7
Food	-	-	-	-	-	-	-	-	-
Textile, Plastics	-	-	-	1	200	5.6	-	-	-
Chemical	-	-	-	1	235	4.1	-	-	-
Metals	-	-	-	-	-	-	1	337	3.0
Printing Mills	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Electronics	-	-	-	2	570	4.5	-	-	-
Furniture, Fixtures	-	-	-	1	200	4.8	-	-	-
Other	-	-	-	2	606	4.6	3	668	3.8
Printing, Publishing	-	-	-	1	220	5.9	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	-
Aluminum	-	-	-	1	510	3.7	-	-	-
Transportation Equipment	1	202	3.3	1	226	6.4	1	404	6.0
Chemical Products	-	-	-	2	640	4.3	-	-	-
Metallurgical Minerals	-	-	-	-	-	-	1	298	4.7
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Other Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	37	35,043	5.0	34	34,969	5.1	10	6,561	4.1
Other	-	-	-	-	-	-	1	325	3.8
Quarrying	-	-	-	2	925	0.0	2	565	3.7
Transportation	-	-	-	4	10,815	4.8	4	2,672	3.0
Other	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	1	210	4.8	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	3	1,370	5.0	-	-	-
Other	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Insurance, Related Services ..	19	9,872	4.9	5	7,045	6.6	-	-	-
Health, Welfare Services	5	1,393	4.7	5	2,158	4.3	-	-	-
Recreational Services	2	3,000	3.2	-	-	-	-	-	-
Management Services	-	-	-	2	700	3.0	-	-	-
Professional Services	-	-	-	-	-	-	2	2,500	5.5
Other	-	-	-	-	-	-	-	-	-
Other Miscellaneous Services ..	-	-	-	-	-	-	-	-	-
Postal Administration	4	3,211	2.9	2	1,509	3.2	1	499	3.0
Other	5	16,149	6.0	-	-	-	-	-	-
Other	2	1,418	4.7	10	10,237	5.5	-	-	-
Construction	1	200	0.0	1	700	-3.7	-	-	-

¹ One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Third Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
All Industries						
Total	120	113,518	12	28,320	108	85,198
No increase	6	2,547	2	1,054	4	1,493
Decrease	1	700	-	-	1	700
Increase	-	-	-	-	-	-
Under 2.0 percent	5	7,043	4	6,625	1	418
2.0 - 2.9 percent	10	7,530	3	3,425	7	4,105
3.0 - 3.9 percent	25	12,881	1	1,116	24	11,765
4.0 - 4.9 percent	39	39,353	2	16,100	37	23,253
5.0 - 5.9 percent	22	19,870	-	-	22	19,870
6.0 - 6.9 percent	9	14,780	-	-	9	14,780
7.0 - 7.9 percent	2	8,600	-	-	2	8,600
8.0 percent and over	1	214	-	-	1	214
Manufacturing						
Total	29	13,004	4	5,279	25	7,725
No increase	2	1,054	2	1,054	-	-
Decrease	-	-	-	-	-	-
Increase	-	-	-	-	-	-
Under 2.0 percent	1	4,000	1	4,000	-	-
2.0 - 2.9 percent	2	454	1	225	1	229
3.0 - 3.9 percent	8	2,307	-	-	8	2,307
4.0 - 4.9 percent	9	3,049	-	-	9	3,049
5.0 - 5.9 percent	5	1,510	-	-	5	1,510
6.0 - 6.9 percent	2	630	-	-	2	630
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	91	100,514	8	23,041	83	77,473
No increase	4	1,493	-	-	4	1,493
Decrease	1	700	-	-	1	700
Increase	-	-	-	-	-	-
Under 2.0 percent	4	3,043	3	2,625	1	418
2.0 - 2.9 percent	8	7,076	2	3,200	6	3,876
3.0 - 3.9 percent	17	10,574	1	1,116	16	9,458
4.0 - 4.9 percent	30	36,304	2	16,100	28	20,204
5.0 - 5.9 percent	17	18,360	-	-	17	18,360
6.0 - 6.9 percent	7	14,150	-	-	7	14,150
7.0 - 7.9 percent	2	8,600	-	-	2	8,600
8.0 percent and over	1	214	-	-	1	214
Non-manufacturing, excluding construction						
Total	89	99,614	8	23,041	81	76,573
No increase	3	1,293	-	-	3	1,293
Decrease	-	-	-	-	-	-
Increase	-	-	-	-	-	-
Under 2.0 percent	4	3,043	3	2,625	1	418
2.0 - 2.9 percent	8	7,076	2	3,200	6	3,876

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	17	10,574	1	1,116	16	9,458
4.0 - 4.9 percent	30	36,304	2	16,100	28	20,204
5.0 - 5.9 percent	17	18,360	-	-	17	18,360
6.0 - 6.9 percent	7	14,150	-	-	7	14,150
7.0 - 7.9 percent	2	8,600	-	-	2	8,600
8.0 percent and over	1	214	-	-	1	214
Construction						
Total	2	900	-	-	2	900
No increase	1	200	-	-	1	200
Decrease	1	700	-	-	1	700
Increase	-	-	-	-	-	-
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	-	-	-	-	-	-
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	54	34,061	9	11,104	45	22,957
No increase	6	2,547	2	1,054	4	1,493
Decrease	1	700	-	-	1	700
Increase	-	-	-	-	-	-
Under 2.0 percent	5	7,043	4	6,625	1	418
2.0 - 2.9 percent	6	4,294	3	3,425	3	869
3.0 - 3.9 percent	13	6,252	-	-	13	6,252
4.0 - 4.9 percent	13	7,785	-	-	13	7,785
5.0 - 5.9 percent	7	4,010	-	-	7	4,010
6.0 - 6.9 percent	3	1,430	-	-	3	1,430
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Public sector						
Total	66	79,457	3	17,216	63	62,241
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	-	-	-	-	-	-
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	4	3,236	-	-	4	3,236
3.0 - 3.9 percent	12	6,629	1	1,116	11	5,513
4.0 - 4.9 percent	26	31,568	2	16,100	24	15,468
5.0 - 5.9 percent	15	15,860	-	-	15	15,860
6.0 - 6.9 percent	6	13,350	-	-	6	13,350
7.0 - 7.9 percent	2	8,600	-	-	2	8,600
8.0 percent and over	1	214	-	-	1	214

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Third Quarter 1984 - Third Quarter 1985

Year and Type of Agreement	Agreements	Employees	Percent Increases
Third Quarter 1984			
All agreements	132	121,421	4.1
Agreements with cost-of-living clause	21	10,454	2.4
Agreements without cost-of-living clause	111	110,967	4.3
All private sector agreements	65	54,026	3.0
Private sector agreements with cost-of-living clause	21	10,948	3.1
Private sector agreements without cost-of-living clause ..	47	44,562	3.2
All public sector agreements	67	67,395	5.0
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	67	67,395	5.0
Fourth Quarter 1984			
All agreements	191	200,209	4.1
Agreements with cost-of-living clause	19	62,329	2.4
Agreements without cost-of-living clause	172	137,880	4.8
All private sector agreements	71	86,603	2.5
Private sector agreements with cost-of-living clause	18	54,329	2.4
Private sector agreements without cost-of-living clause ..	53	32,274	2.7
All public sector agreements	120	113,606	5.2
Public sector agreements with cost-of-living clause	1	8,000	2.3
Public sector agreements without cost-of-living clause ...	119	105,606	5.4
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
All private sector agreements	64	35,957	3.3
Private sector agreements with cost-of-living clause	24	20,047	2.6
Private sector agreements without cost-of-living clause ..	37	15,910	4.1
All public sector agreements	134	94,605	4.5
Public sector agreements with cost-of-living clause	8	16,309	2.7
Public sector agreements without cost-of-living clause ...	126	78,296	4.9
Second Quarter 1985			
All agreements	205	145,551	3.4
Agreements with cost-of-living clause	34	35,763	1.1
Agreements without cost-of-living clause	171	109,788	4.1
All private sector agreements	95	60,450	1.9
Private sector agreements with cost-of-living clause	28	33,499	0.9
Private sector agreements without cost-of-living clause ..	67	26,951	3.1
All public sector agreements	110	85,101	4.4
Public sector agreements with cost-of-living clause	6	2,264	3.6
Public sector agreements without cost-of-living clause ...	104	82,837	4.5
Third Quarter 1985			
All agreements	120	113,518	4.4
Agreements with cost-of-living clause	12	28,320	3.1
Agreements without cost-of-living clause	108	85,198	4.9
All private sector agreements	54	34,061	2.9
Private sector agreements with cost-of-living clause	9	11,104	1.3
Private sector agreements without cost-of-living clause ..	45	22,957	3.7
All public sector agreements	66	79,457	5.1
Public sector agreements with cost-of-living clause	3	17,216	4.2
Public sector agreements without cost-of-living clause ...	63	62,241	5.3

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1985

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	120	100.0	113,518	100.0
Settlements establishing or improving one or more benefits	110	91.7	109,180	96.2
Paid holidays	12	10.0	9,137	8.0
Paid vacations	40	33.3	40,110	35.3
Other paid leaves	28	23.3	24,539	21.6
Hospital and medical	39	32.5	40,679	35.8
Dental	61	50.8	63,864	56.3
Sickness and accident	15	12.5	13,078	11.5
Long term disability	21	17.5	21,037	18.5
Life insurance	29	24.2	17,159	15.1
Pensions	25	20.8	46,676	41.1
Other benefits	12	10.0	12,567	11.1
Settlements not changing any benefits	10	8.3	4,338	3.8

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Third Quarter 1985

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	120	113,518	54	34,061	66	79,457
1-3 months	41	25,250	24	12,091	17	13,159
4-6 months	37	34,949	15	11,611	22	23,338
7-9 months	22	40,616	8	5,756	14	34,860
10-12 months	10	7,172	5	3,795	5	3,377
13 months and over	10	5,531	2	808	8	4,723

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, Third Quarter 1985

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	120	113,518	54	34,061	66	79,457
Direct bargaining	42	26,412	11	5,882	31	20,530
Conciliation	16	12,107	11	9,527	5	2,580
Post-conciliation bargaining ..	14	8,044	7	4,905	7	3,139
Mediation	23	21,201	12	4,007	11	17,194
Post-mediation bargaining	3	5,240	1	315	2	4,925
Arbitration	8	29,803	-	-	8	29,803
Work stoppage	14	10,711	12	9,425	2	1,286
Other	-	-	-	-	-	-



Ontario

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1985

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

July 1986

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1985. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
July, 1986

Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1985

Settlements were negotiated during the fourth quarter of 1985 in 193 collective agreements covering 200 or more Ontario employees. A total of 140,081 employees were affected, mostly in education, health and welfare, and provincial government.

Wage Adjustments

The 193 settlements provided increases on base wage rates averaging 4.8 percent annually over the term of the agreements, up from the 4.4 percent negotiated in the third quarter. (See Chart 1 and Table 6).

Of the 140,081 employees covered by the fourth quarter settlements, 2,421 received no increases over the term of the 6 agreements involved. (See Table 5). Another 1,305 employees, covered by 2 agreements, received no increases in the first year of the agreements, but will have subsequent increases averaging 3.1 percent a year. Increases for the remaining 136,355 employees averaged 4.9 percent a year.

The predominant increases in the fourth quarter settlements averaged 4.0-4.9 percent a year, and were received by 47 percent of the employees covered by 55 percent of the agreements. (See Table 5). Twenty percent of the employees received increases averaging less than 4.0 percent a year in 16 percent of the agreements, 31 percent covered by 25 percent of the agreements had increases averaging 5.0 percent or more a year.

Manufacturing. The fourth quarter settlements covered 22,883 employees under 35 agreements in manufacturing industries. (See Table 1). Increases in these agreements averaged 3.2 percent a year, up from 2.9 percent in the third quarter. Forty-five percent of the employees received increases averaging less than 2.0 percent a year, 34 percent adjustments averaging 2.0-4.9 percent a year, and 20 percent had increases averaging 5.0 percent or more a year. (See Table 5).

Non-manufacturing. Settlements in non-manufacturing industries, excluding construction, provided increases averaging 5.1 percent a year, up from 4.7 percent in the third quarter. (See Table 1). Three of the agreements covering 1,458 employees gave no increases. Of the employees who received increases, 54 percent had adjustments averaging 4.0-4.9 percent a year, 11 percent had gains averaging less than 4.0 percent a year, and 34 percent had increases averaging 5.0 percent or more a year. Seven hundred employees in construction received no increases over the term of the agreements.

Public and Private Sectors. The fourth quarter settlements included 148 agreements covering 112,559 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government enterprises. These agreements provided increases averaging 5.2 percent a year, up from 5.1 percent in the third quarter. Fifty-five percent of the employees received increases averaging 4.0-4.9 percent a year, 11 percent received increases averaging less than 4.0 percent a year, and the remaining 34 percent received increases averaging 5.0 percent or more a year. (See Tables 5 and 6).

Increases in the 45 private sector settlements averaged 3.1 percent a year, up from 2.9 percent in the third quarter. Of the 27,522 employees covered, 2,191 received no increases in 5 agreements. Of the 25,331 employees who received increases, 40 percent had adjustments averaging less than 2.0 percent a year, 33 percent had adjustments averaging 3.0-4.9 percent a year, and 21 percent had increases averaging 5 percent or more a year. (See Table 5 and 6).

Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were included in 20 of the fourth quarter settlements, covering 21,919 employees mostly in transportation equipment. (See Tables 1 and 6). Increases in these COLA agreements averaged 4.0 percent a year, up from 3.1 percent in the third quarter. Forty-four percent of the employees received increases averaging less than 2.0 percent a year, 22 percent had adjustments averaging 3.0-3.9 percent a year, and 6 percent had increases averaging 5.0 percent or more a year. (Wage adjustments that could be generated by the COLA clauses are not included in the settlement data because they depend on future changes in the Consumer Price Index.)

Settlements in the 173 agreements without COLA clauses provided increases averaging 4.9 percent a year, as in the third quarter. Of the 118,162 employees covered, 2,241 under 5 agreements received no increases, 55 percent had adjustments averaging 4.0-4.9 percent a year, 11 percent had adjustments averaging less than 4.0 percent a year and 34 percent had increases averaging 5.0 percent or more a year.

Benefit Changes

Existing benefits were changed or new ones established in fourth quarter settlements of 154 agreements covering 86,557 employees. Dental care, life insurance, paid vacations, hospital and medical insurance, and pensions were the benefits most affected. (See Table 7).

The most frequent changes in insurance plans were the updating of benefit fee schedules in dental care plans in 69 agreements covering 50,544 employees; and increased benefits in life insurance plans in 36 agreements covering 25,689 employees, and in medical insurance plans in 24 agreements covering 22,987 employees.

Pension plans were revised in 28 agreements covering 23,011 employees. The predominant changes were increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 32 agreements covering 22,251 employees, were reductions in the years of service required for 4 and 5 weeks.

Negotiations

The fourth quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same as in the third quarter. Forty-nine percent of the settlements covering 36 percent of the employees were concluded in 1-3 months. (See Table 8). Another 33 percent covering 25 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 18 percent of the agreements covering 39 percent of the employees.

Negotiations of private sector agreements took an average of 4 months to complete, compared with an average of 7 months for public sector agreements. Eighty-seven percent of the private sector settlements covering 88 percent of the employees involved were completed in 6 months or less, compared with 57 percent of the public sector settlements covering 36 percent of the employees. Settlements took more than 9 months to achieve in 33 public sector agreements covering 53,623 employees, compared with 2 agreements covering 1,685 employees in the private sector.

Settlements were reached by the parties without outside assistance in 34 percent of the agreements covering 30 percent of the employees. (See Table 9). Government assistance was needed in the negotiations of 33 percent of the agreements covering 28 percent of the employees, including 13 agreements covering 14,452 employees that involved work stoppages. Negotiations in the remaining 63 agreements covering 42 percent of the employees were resolved by arbitration.

Chart 1

Average Annual Increases in Base Wage Rates in Settlements
of Collective Agreements Covering 200 or More Employees
Fourth Quarter 1983 to Fourth Quarter 1985

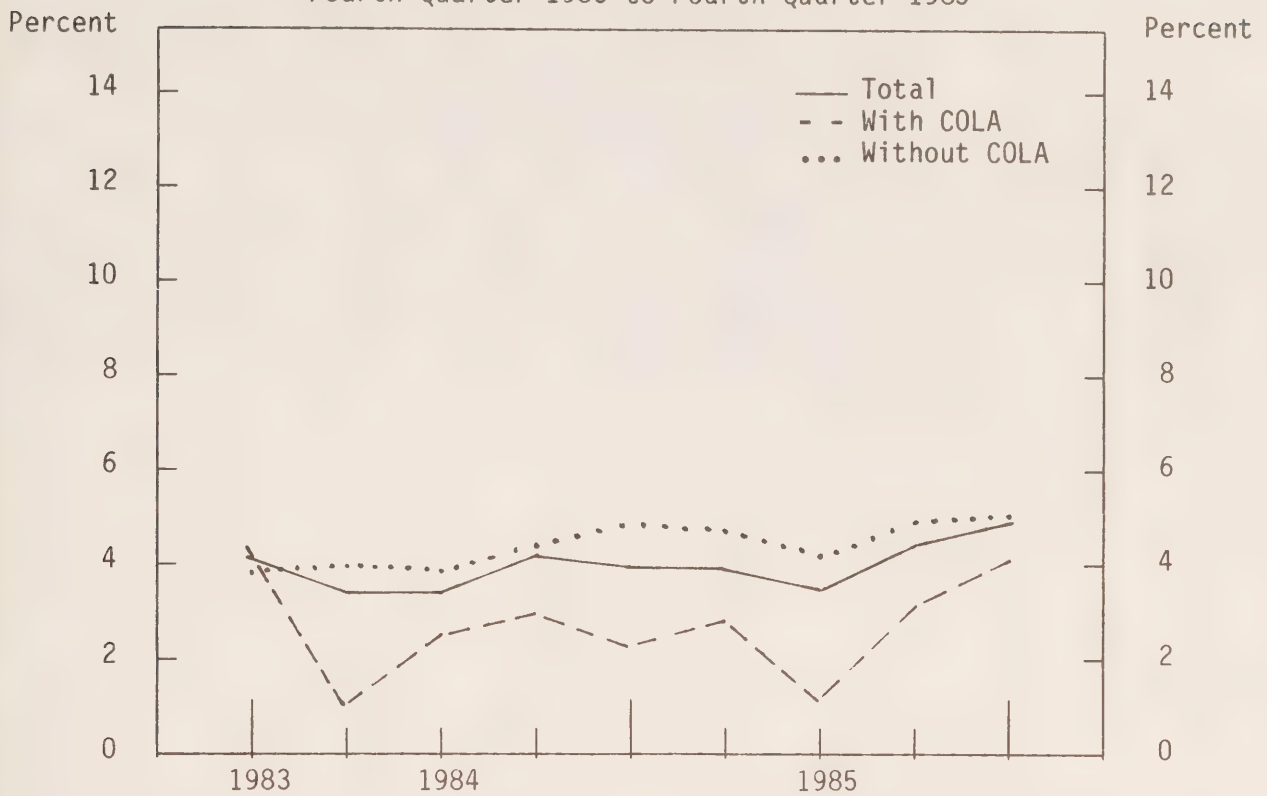


Chart 2

Average Annual Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Agreements Covering 200 or More Employees
Fourth Quarter 1983 to Fourth Quarter 1985

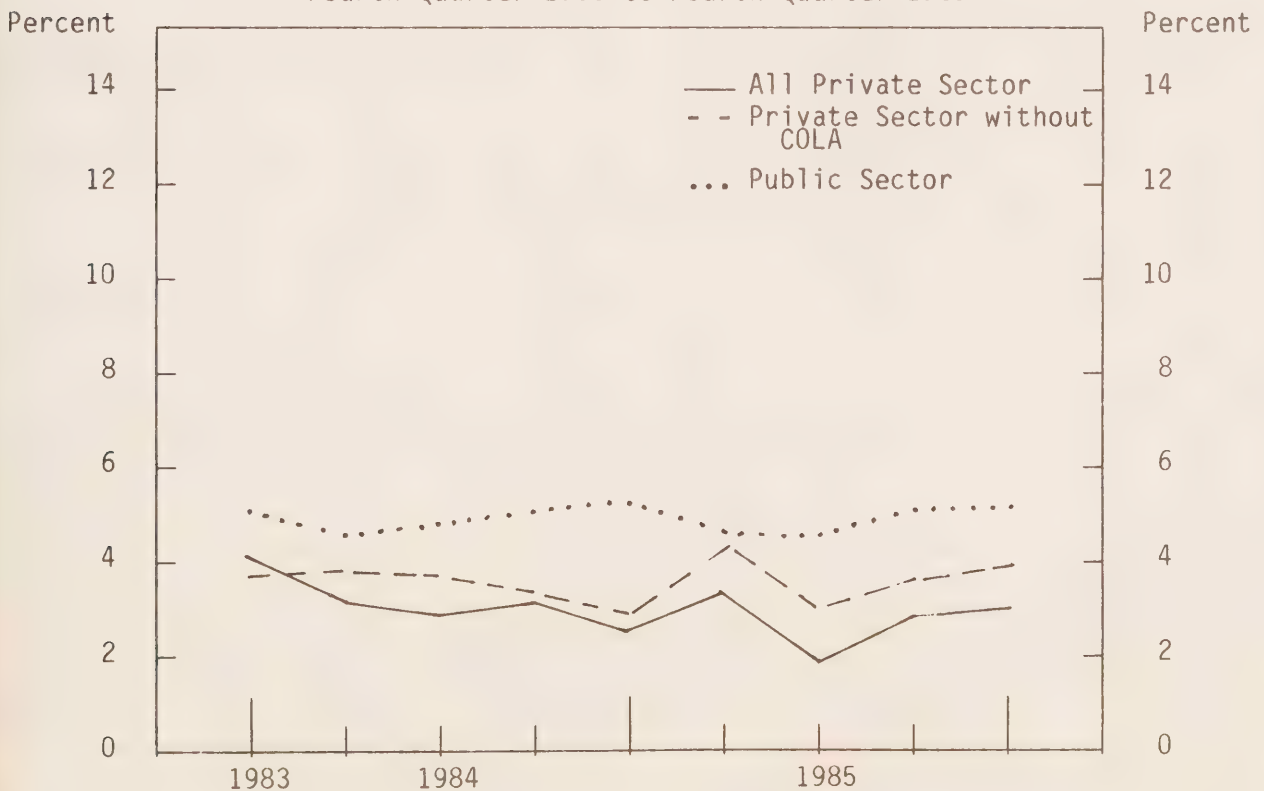


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Fourth Quarter 1985

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	193	140,081	4.8	20	21,919	4.0	173	118,162	4.8
All industries, excluding construction	191	139,381	4.8	20	21,919	4.0	171	117,462	4.8
Manufacturing	35	22,883	3.2	13	13,688	2.3	22	9,195	4.8
Food, Beverages	6	2,525	4.5	3	1,110	4.3	3	1,415	4.5
Tobacco	1	400	6.4	-	-	-	1	400	6.4
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	3	842	3.0	-	-	-	3	842	3.0
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	2	660	3.4	-	-	-	2	660	3.4
Clothing	-	-	-	-	-	-	-	-	-
Wood	1	243	4.0	-	-	-	1	243	4.0
Furniture, Fixtures	1	275	6.1	-	-	-	1	275	6.1
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	2	1,669	6.6	-	-	-	2	1,669	6.6
Primary Metals	2	570	4.4	1	200	5.0	1	370	4.4
Fabricated Metals	1	224	4.5	1	224	4.5	-	-	-
Machinery	2	776	5.3	-	-	-	2	776	5.3
Transportation Equipment	8	12,189	1.9	5	10,757	1.8	3	1,432	3.0
Electrical Products	5	2,247	4.1	3	1,397	3.5	2	850	5.0
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	263	0.0	-	-	-	1	263	0.0
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	156	116,498	5.1	7	8,231	6.8	149	108,267	5.1
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	428	0.0	-	-	-	1	428	0.0
Transportation	11	8,367	3.3	2	1,034	3.7	7,332	7,538	3.0
Storage	-	-	-	-	-	-	-	-	-
Communications	1	3,275	11.3	1	3,275	11.3	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	2	1,046	1.6	-	-	-	2	1,046	1.6
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	67	41,069	4.8	4	3,922	4.0	63	37,147	4.8
Health, Welfare Services	54	20,138	4.2	-	-	-	54	20,138	4.2
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	1	509	3.0	-	-	-	1	509	3.0
Personal Services	2	575	5.5	-	-	-	2	2,575	5.5
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	3	1,054	3.5	-	-	-	3	1,054	3.5
Provincial Administration	7	37,290	6.0	-	-	-	7	37,290	6.0
Local Administration	7	2,747	6.1	93.8	-	-	7	2,747	6.1
Construction	2	700	0.0	-	-	-	2	700	0.0

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	106	86,433	5.1	71	46,241	4.4	15	7,182	3.0
Industries, excluding construction	104	85,733	5.2	71	46,241	4.4	15	7,182	3.0
Manufacturing	3	2,225	6.2	22	16,631	2.7	9	3,802	3.5
Beverages	-	-	-	5	2,025	4.4	1	500	5.1
Food	-	-	-	1	400	6.4	-	-	-
Textile, Plastics	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	3	842	3.0	-	-	-
Metals	-	-	-	-	-	-	-	-	-
Printing Mills	-	-	-	1	225	3.1	1	435	3.5
Engineering	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	1	243	4.0
Structure, Fixtures	1	275	6.1	-	-	-	-	-	-
Printing, Publishing	1	1,400	6.4	1	269	7.9	-	-	-
Primary Metals	-	-	-	2	570	4.4	-	-	-
Processed Metals	-	-	-	1	224	4.5	-	-	-
Chemical	-	-	-	2	776	5.3	-	-	-
Transportation Equipment	-	-	-	5	11,037	1.9	3	1,152	2.1
Agricultural Products	1	550	5.6	-	-	-	3	1,472	3.8
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	263	0.0	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	101	83,508	5.1	49	29,610	5.3	6	3,380	2.6
Transportation	-	-	-	-	-	-	-	-	-
Transportation, Quarrying	-	-	-	1	428	0.0	-	-	-
Transportation	1	400	5.0	7	5,933	3.5	3	2,034	2.4
Transportation	-	-	-	-	-	-	-	-	-
Communications	-	-	-	1	3,275	11.3	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	2	1,046	1.6
Finance	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Insurance, Related Services ..	41	25,643	4.7	26	15,426	5.0	-	-	-
Health, Welfare Services	48	18,516	4.0	6	1,622	6.0	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Government Services	-	-	-	1	509	3.0	-	-	-
Personal Services	-	-	-	1	275	3.5	1	300	7.3
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Real Estate Administration	1	530	3.5	2	524	3.4	-	-	-
Financial Administration	7	37,290	6.0	-	-	-	-	-	-
Government Administration	3	1,129	6.5	4	1,618	5.8	-	-	-
Construction	2	700	0.0	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	1	238	4.5	12	18,972	4.0	6	2,484	3.0
All industries, excluding construction	1	238	4.5	12	18,972	4.0	6	2,484	3.0
Manufacturing	-	-	-	7	11,184	2.0	5	2,279	3.0
Food, Beverages	-	-	-	2	610	3.6	1	500	5.0
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	-	-	-	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	200	5.0	-	-	-
Fabricated Metals	-	-	-	1	224	4.5	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	3	10,150	1.8	2	607	2.0
Electrical Products	-	-	-	-	-	-	2	1,172	3.0
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	1	238	4.5	5	7,788	7.0	1	205	2.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	1	829	4.0	1	205	2.0
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	1	3,275	11.3	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	1	238	4.5	3	3,684	3.9	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1985

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	105	86,195	5.1	60	29,095	4.6	9	4,698	2.7
Industries, excluding construction	103	85,495	5.2	60	29,095	4.6	9	4,698	2.7
Manufacturing	3	2,225	6.2	15	5,447	4.3	4	1,523	3.0
Food, Beverages	-	-	-	3	1,415	4.7	-	-	-
Tobacco	-	-	-	1	400	6.4	-	-	-
Textile, Plastics	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	3	842	3.0	-	-	-
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Printing Mills	-	-	-	1	225	3.1	1	435	3.5
Printing	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	1	243	4.0
Furniture, Fixtures	1	275	6.1	-	-	-	-	-	-
Printing	-	-	-	-	-	-	-	-	-
Printing, Publishing	1	1,400	6.4	1	269	7.9	-	-	-
Primary Metals	-	-	-	1	370	4.0	-	-	-
Refined Metals	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	2	776	5.3	-	-	-
Transportation Equipment	-	-	-	2	887	3.9	1	545	1.6
Electrical Products	1	550	5.6	-	-	-	1	300	4.0
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	263	0.0	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	100	83,270	5.1	45	23,648	4.6	5	3,175	2.6
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	1	428	0.0	-	-	-
Transportation	1	400	5.0	6	5,104	3.5	2	1,829	2.3
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Rail Trade	-	-	-	-	-	-	2	1,046	1.6
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	40	25,405	4.7	24	13,568	5.0	-	-	-
Health, Welfare Services	48	18,516	4.0	6	1,622	6.0	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	1	509	3.0	-	-	-
Personal Services	-	-	-	1	275	3.5	1	300	7.3
Miscellaneous Services	-	-	-	-	-	-	-	-	-
General Administration	1	530	3.5	2	524	3.4	-	-	-
Provincial Administration	7	37,290	6.0	-	-	-	-	-	-
Local Administration	3	1,129	6.5	4	1,618	5.8	-	-	-
Construction	2	700	0.0	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
All Industries						
Total	193	140,081	20	21,919	173	116,162
No increase	6	2,421	-	-	6	2,241
Decrease	-	-	-	-	-	-
Increase	187	137,660	20	21,919	167	115,741
Under 2.0 percent	5	10,492	3	9,675	2	817
2.0 - 2.9 percent	6	3,284	3	1,130	3	2,154
3.0 - 3.9 percent	21	14,619	6	4,828	15	9,791
4.0 - 4.9 percent	106	65,606	4	1,761	102	63,845
5.0 - 5.9 percent	18	10,890	2	700	16	10,190
6.0 - 6.9 percent	18	13,741	1	550	17	13,191
7.0 - 7.9 percent	10	4,416	-	-	10	4,416
8.0 percent and over	3	14,612	1	3,275	2	11,337
Manufacturing						
Total	35	22,883	13	13,688	22	9,195
No increase	1	263	-	-	1	263
Decrease	-	-	-	-	-	-
Increase	34	22,620	13	13,688	21	8,932
Under 2.0 percent	4	10,220	3	9,675	1	545
2.0 - 2.9 percent	3	1,250	2	925	1	325
3.0 - 3.9 percent	11	4,054	4	1,694	7	2,360
4.0 - 4.9 percent	6	2,407	2	694	4	1,713
5.0 - 5.9 percent	5	1,865	2	700	3	1,165
6.0 - 6.9 percent	4	2,555	-	-	4	2,555
7.0 - 7.9 percent	1	269	-	-	1	269
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	158	117,198	7	8,231	151	108,967
No increase	5	2,158	-	-	5	2,158
Decrease	-	-	-	-	-	-
Increase	153	115,040	7	8,231	146	106,809
Under 2.0 percent	1	272	-	-	1	272
2.0 - 2.9 percent	3	2,034	1	205	2	1,829
3.0 - 3.9 percent	10	10,565	2	3,134	8	7,431
4.0 - 4.9 percent	100	63,199	2	1,067	98	62,132
5.0 - 5.9 percent	13	9,025	-	-	13	9,025
6.0 - 6.9 percent	14	11,186	1	550	13	10,636
7.0 - 7.9 percent	9	4,147	-	-	9	4,147
8.0 percent and over	3	14,612	1	3,275	2	11,337
Non-manufacturing, excluding construction						
Total	156	116,498	7	8,231	149	108,267
No increase	3	1,458	-	-	3	1,458
Decrease	-	-	-	-	-	-
Increase	153	115,040	7	8,231	146	106,809
Under 2.0 percent	1	272	-	-	1	272
2.0 - 2.9 percent	3	2,034	1	205	2	1,829

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1985

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	10	10,565	2	3,134	8	7,431
4.0 - 4.9 percent	100	63,199	2	1,067	98	62,132
5.0 - 5.9 percent	13	9,025	-	-	13	9,025
6.0 - 6.9 percent	14	11,186	1	550	13	10,636
7.0 - 7.9 percent	9	4,147	-	-	9	4,147
8.0 percent and over	3	14,612	1	3,275	2	11,337
Construction						
Total	2	700	-	-	2	700
No increase	2	700	-	-	2	700
Decrease	-	-	-	-	-	-
Increase	-	-	-	-	-	-
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	-	-	-	-	-	-
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	45	27,522	14	13,893	31	13,629
No increase	5	2,191	-	-	5	2,191
Decrease	-	-	-	-	-	-
Increase	40	25,331	14	13,893	26	11,438
Under 2.0 percent	4	10,220	3	9,675	1	545
2.0 - 2.9 percent	4	1,455	3	1,130	1	325
3.0 - 3.9 percent	12	4,329	4	1,694	8	2,635
4.0 - 4.9 percent	8	4,092	2	694	6	3,398
5.0 - 5.9 percent	5	1,865	2	700	3	1,165
6.0 - 6.9 percent	5	2,801	-	-	5	2,801
7.0 - 7.9 percent	2	569	-	-	2	569
8.0 percent and over	-	-	-	-	-	-
Public sector						
Total	148	112,559	6	8,026	142	104,533
No increase	1	230	-	-	1	230
Decrease	-	-	-	-	-	-
Increase	147	112,329	6	8,026	141	104,303
Under 2.0 percent	1	272	-	-	1	272
2.0 - 2.9 percent	2	1,829	-	-	2	1,829
3.0 - 3.9 percent	9	10,290	2	3,124	7	7,156
4.0 - 4.9 percent	98	61,514	2	1,067	96	60,447
5.0 - 5.9 percent	13	9,025	-	-	13	9,025
6.0 - 6.9 percent	13	10,940	1	550	12	10,390
7.0 - 7.9 percent	8	3,847	-	-	8	3,847
8.0 percent and over	3	14,612	1	3,275	2	11,337

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1984 - Fourth Quarter 1985

Year and Type of Agreement	Agreements	Employees	Percent Increase
Fourth Quarter 1984			
All agreements	191	200,209	4.1
Agreements with cost-of-living clause	19	62,329	2.4
Agreements without cost-of-living clause	172	137,880	4.8
All private sector agreements	71	86,603	2.5
Private sector agreements with cost-of-living clause	18	54,329	2.4
Private sector agreements without cost-of-living clause ..	53	32,274	2.7
All public sector agreements	120	113,606	5.2
Public sector agreements with cost-of-living clause	1	8,000	2.3
Public sector agreements without cost-of-living clause ...	119	105,606	5.4
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
All private sector agreements	64	35,957	3.3
Private sector agreements with cost-of-living clause	24	20,047	2.6
Private sector agreements without cost-of-living clause ..	37	15,910	4.1
All public sector agreements	134	94,605	4.5
Public sector agreements with cost-of-living clause	8	16,309	2.7
Public sector agreements without cost-of-living clause ...	126	78,296	4.9
Second Quarter 1985			
All agreements	205	145,551	3.4
Agreements with cost-of-living clause	34	35,763	1.1
Agreements without cost-of-living clause	171	109,788	4.1
All private sector agreements	95	60,450	1.9
Private sector agreements with cost-of-living clause	28	33,499	0.9
Private sector agreements without cost-of-living clause ..	67	26,951	3.1
All public sector agreements	110	85,101	4.4
Public sector agreements with cost-of-living clause	6	2,264	3.6
Public sector agreements without cost-of-living clause ...	104	82,837	4.5
Third Quarter 1985			
All agreements	120	113,518	4.4
Agreements with cost-of-living clause	12	28,320	3.1
Agreements without cost-of-living clause	108	85,198	4.9
All private sector agreements	54	34,061	2.9
Private sector agreements with cost-of-living clause	9	11,104	1.3
Private sector agreements without cost-of-living clause ..	45	22,957	3.7
All public sector agreements	66	79,457	5.1
Public sector agreements with cost-of-living clause	3	17,216	4.2
Public sector agreements without cost-of-living clause ...	63	62,241	5.3
Fourth Quarter 1985			
All agreements	193	140,081	4.8
Agreements with cost-of-living clause	20	21,919	4.0
Agreements without cost-of-living clause	173	118,162	4.9
All private sector agreements	45	27,522	3.1
Private sector agreements with cost-of-living clause	14	13,893	2.3
Private sector agreements without cost-of-living clause ..	31	13,629	3.9
All public sector agreements	148	112,559	5.2
Public sector agreements with cost-of-living clause	6	8,026	6.9
Public sector agreements without cost-of-living clause ...	142	104,533	5.0

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1985

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
11 Settlements	193	100.0	140,081	100.0
Settlements establishing or improving one or more benefits	154	79.8	86,557	61.8
Paid holidays	8	4.1	3,433	2.5
Paid vacations	32	16.6	22,251	15.9
Other paid leaves	33	17.1	26,744	19.1
Hospital and medical	24	12.4	22,987	16.4
Dental	69	35.8	50,544	36.1
Sickness and accident	15	7.8	15,940	11.3
Long term disability	16	8.3	16,000	11.4
Life insurance	36	18.7	25,689	18.3
Pensions	28	14.5	23,011	16.4
Other benefits	29	15.0	25,737	18.4
Settlements not changing any benefits	39	20.2	53,524	38.2

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1985

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	193	140,081	45	27,522	148	112,559
1-3 months	95	50,414	27	18,651	68	31,763
4-6 months	28	13,749	12	5,461	16	8,288
7-9 months	35	20,610	4	1,725	31	18,885
10-12 months	25	47,776	2	1,685	23	46,091
13 months and over	10	7,532	-	-	10	7,532

Table 9

Stages of Negotiations of Settlements of Collective Agreements
200 or More Ontario Employees, Fourth Quarter 1985

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	193	140,081	45	27,522	148	112,559
Direct bargaining	66	41,900	9	3,488	57	38,412
Conciliation	19	11,255	10	5,071	9	6,184
Post-conciliation bargaining ..	4	1,281	4	1,281	-	-
Mediation	23	11,015	14	6,476	9	4,539
Post-mediation bargaining	1	325	1	325	-	-
Arbitration	63	58,423	-	-	63	58,423
Work Stoppage	13	14,452	7	10,881	6	3,571
Other	4	1,430	-	-	4	1,430

Table 10

Duration and Stages of Negotiations of Settlements of Collective Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1985

Stage of Negotiation	Duration of Negotiation												
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over		
			Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	
Total	193	140,081	95	50,414	28	13,749	35	20,610	25	47,776	10	7,532	
Direct bargaining ..	66	41,900	27	16,020	8	4,465	20	11,710	8	5,896	3	3,809	
Conciliation	19	11,255	4	1,298	5	2,574	6	4,373	3	2,261	1	749	
Post-conciliation bargaining	4	1,281	4	1,281	-	-	-	-	-	-	-	-	
Mediation	23	11,015	8	3,209	8	4,284	5	2,669	2	853	-	-	
Post-mediation bargaining.....	1	325	-	-	1	325	-	-	-	-	-	-	
Arbitration	63	58,423	49	18,956	-	-	1	313	10	38,176	3	978	
Work stoppage	13	14,452	3	9,650	5	1,561	2	1,245	-	4 -	3	1,996	
Other	4	1,430	-	-	1	540	1	300	2	590	-	-	

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1986

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

September 1986

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
September, 1986

Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1986

Settlements were negotiated during the first quarter of 1986 in 117 collective bargaining agreements covering 200 or more Ontario employees. A total of 96,095 employees were affected by these settlements, concentrated in education, communications and transportation.

Wage Adjustments

The settlements provided increases on base wage rates averaging 4.1 percent annually over the term of the agreements, down from 4.8 percent for settlements in the fourth quarter of 1985. (See Chart 1 and Tables 1 and 6).

Of the 96,095 employees covered, 83,460 received first-year increases or increases under one-year agreements averaging 4.9 percent; 52,453 employees won second-year increases averaging 3.7 percent, and 11,026 won third-year increases averaging 3.2 percent. Thirteen percent of the employees received no increases in the first year of their agreements, but will get increases in the second year averaging 3.7 percent and in the third year averaging 1.5 percent.

The predominant increases averaged 3.0-5.9 percent a year, and were received by 73 percent of the employees covered by 82 percent of the agreements. Eighteen percent of the employees received increases averaging less than 3 percent a year under 14 agreements; and the remaining 9 percent received increases averaging more than 6 percent a year under 7 agreements. (See Table 5).

Manufacturing. The first quarter settlements covered 19,845 employees under 40 agreements in manufacturing industries. These settlements provided increases averaging 3.6 a year over the term of the agreements, up from 3.2 percent in the fourth quarter of 1985. Forty-one percent of the employees covered by 48 percent of the agreements received increases averaging 4.0-4.9 percent a year; 51 percent received increases averaging less than 4 percent under 18 agreements; and the remaining 8 percent covered by 3 agreements won increases averaging 5.0-6.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. The 76,250 employees covered by the 77 settlements in non-manufacturing industries (including one in construction) provided increases averaging 4.8 percent a year over the term of the agreements, down from 5.1 percent in the fourth quarter of 1985. Seventy-five percent of the employees covered by 88 percent of the agreements received increases averaging 3.0-5.9 percent a year; 15 percent received increases averaging less than 3 percent a year under 3 agreements; and the remaining 10 percent won increases under 6 agreements averaging more than 6 percent a year. (See Tables 1, 5 and 6).

Public and private sectors. The first quarter settlements included 68 agreements covering 59,290 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.8 percent a year over the term of the agreements, down from 5.2 percent in the fourth quarter in 1985. Eighty-seven percent of the employees won increases under 91 percent of the agreements averaging 3.0-5.9 percent a year; 1,271 employees received increases averaging 2.1 percent a year under a two-year agreement; and the remaining 6,682 employees got increases averaging more than 6 percent a year under 5 agreements. (See Tables 5 and 6).

Settlements in the 49 private sector agreements provided increases averaging 3.0 percent a year over the term of the agreements, down from 3.1 percent in the fourth quarter of 1985. Of the 36,805 employees covered, 41 percent received increases averaging 3.0-4.9 percent a year under 57 percent of the agreements; 45 percent received increases under 31 percent of the agreements averaging less than 3 percent a year; and the remaining 5,280 employees gained

increases averaging 5.0-6.9 percent a year under 7 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were continued from expired agreements in 17 of the first quarter settlements covering 18,863 employees. Fourteen of the COLA settlements were contained in agreements in manufacturing industries, and all were included in private sector agreements.

The COLA settlements provided increases averaging 1.6 percent a year over the term of the agreements, compared with 4.0 percent in the fourth quarter of 1985. Seventy percent of the employees, covered by 6 of the agreements received increases averaging less than 2 percent a year, and the remaining 30 percent received increases under 11 agreements averaging 2.0-4.9 percent a year.

The settlement increases do not include adjustments that could be gained from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Adjustments will be made at the rate of 1 cent an hour for each 0.26-0.40 point rise in the 1971=100 CPI in 10 agreements covering 6,035 employees; at 1 cent an hour for each 0.125-0.40 point rise in the 1981=100 CPI in 4 agreements covering 1,613 employees; at 1 percent of wages for each 1 percent rise in the 1981=100 CPI in 2 agreements covering 10,295 employees; and at 1 cent an hour for each 0.295 point rise in the 1967=100 United States CPI in one agreement covering 920 employees.

The formulas will be applied quarterly in 12 agreements covering 6,306 employees; monthly, in 2 agreements covering 662 employees; annually, in 1 agreement covering 1,600 employees; and once during the term of the 2 agreements with a percentage formula covering 10,295 employees.

Settlements in the 100 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, compared with 4.9 percent in the fourth quarter in 1985. Of the 77,282 employees covered, 87 percent received increases averaging 3.0-5.9 percent a year under 91 percent of the agreements; 1,471 employees received increases averaging 2.0-2.9 percent a year under 2 agreements; and the remaining 8,282 employees gained increases under 7 agreements averaging more than 6 percent a year.

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 99 agreements covering 75,923 employees. Dental care, paid vacations, life insurance, pensions and hospital and medical insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved updating of benefit fee schedules in dental care plan in 71 agreements covering 56,535 employees and increased benefits in life insurance plans in 41 agreements covering 23,075 employees, and in medical insurance plans in 33 agreements covering 26,812 employees.

Pension plans were revised in 39 agreements covering 24,567 employees. The predominant changes involved increased benefits for normal retirement, and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 51 agreements covering 25,520 employees involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of 7 months from the date the parties commenced bargaining to the date the settlement was ratified

by the employees, compared with 6 months in the fourth quarter of 1985. Thirty-eight percent of the settlements covering 34 percent of the were concluded in 1-3 months. Another 32 percent covering 39 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in the remaining 29 percent of the settlements covering 27 percent of the employees. (See Table 8).

Negotiations of private sector settlements took an average of 4 months to complete, compared with an average of 9 months for the public sector settlements. All except three of the private sector agreements covering 98 percent of the employees involved were completed in 6 months or less, compared with 40 percent of the public sector settlements covering 38 percent of the employees. Settlements took more than 9 months to achieve in 47 of the public sector agreements covering 42 percent of the employees, compared with 2 agreements covering 653 employees in the private sector.

Settlements were reached by the parties without outside assistance in 35 percent of the agreements covering 41 percent of the employees. Government assistance was needed in the negotiations of 56 percent of the agreements covering 53 percent of the employees, including 4 agreements covering 3,005 employees that involved work stoppages. Negotiations in the remaining 10 agreements covering 6,547 employees were resolved by arbitration.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1984 to First Quarter 1986

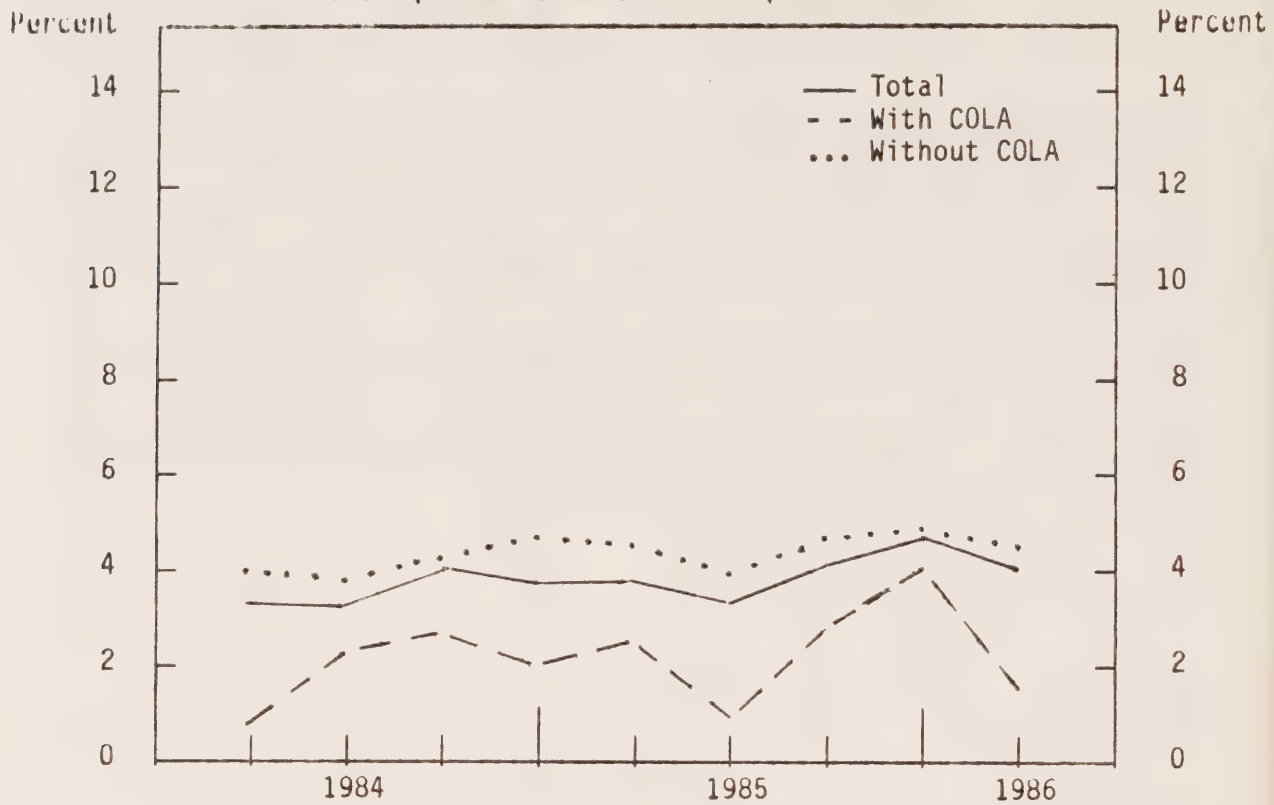


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees First Quarter 1984 to First Quarter 1986

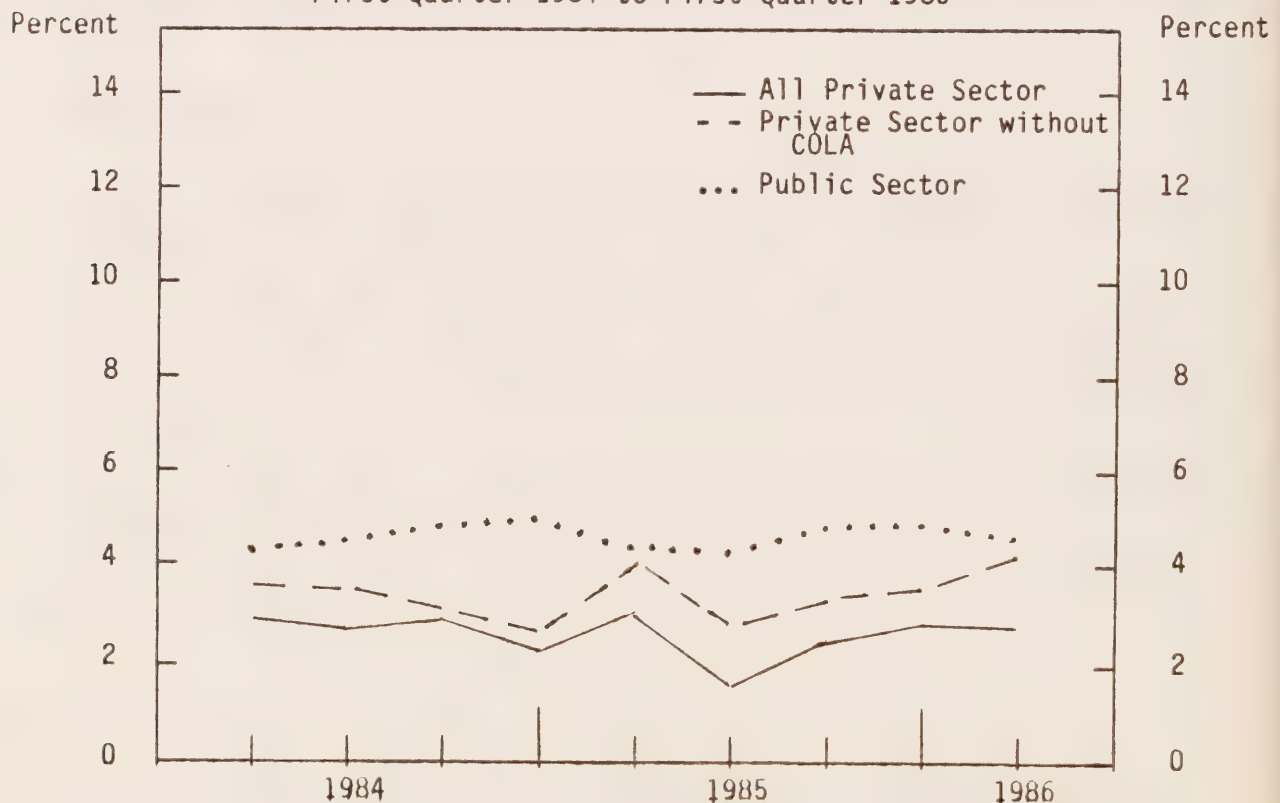


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1986

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	117	96,095	4.1	17	18,863	1.6	100	77,232	4.8
Industries, excluding construction	116	95,295	4.2	17	18,863	1.6	99	76,432	4.8
Manufacturing	40	19,845	3.6	14	6,968	2.2	26	12,877	4.3
Food, Beverages	6	3,043	4.1	1	450	2.4	5	2,593	4.4
Alcohol	-	-	-	-	-	-	-	-	-
Textile, Plastics	2	2,400	1.9	2	2,400	1.9	-	-	-
Chemical	-	-	-	-	-	-	-	-	-
Metals	1	1,187	3.0	-	-	-	1	1,187	3.0
Printing Mills	-	-	-	-	-	-	-	-	-
Engineering	2	665	4.4	-	-	-	2	665	4.4
Transportation	2	482	3.3	1	212	2.8	1	270	3.8
Furniture, Fixtures	1	475	4.8	-	-	-	1	475	4.8
Printing	2	790	4.6	-	-	-	2	790	4.6
Printing, Publishing	3	2,809	5.3	-	-	-	3	2,809	5.3
Primary Metals	1	230	4.4	1	230	4.4	-	-	- 0
Alloyed Metals	4	1,568	2.3	2	1,123	1.3	2	445	4.9
Chemical	1	270	4.9	-	-	-	1	270	4.9
Transportation Equipment	7	2,365	2.5	5	1,903	2.0	2	462	4.7
Chemical Products	2	650	3.5	1	450	4.0	1	200	2.5
Metallic Minerals	1	440	3.5	-	-	-	1	440	3.5
Petroleum, Oil	2	569	3.5	-	-	-	2	569	3.5
Chemicals	1	1,452	3.5	-	-	-	1	1,452	3.5
Miscellaneous Mfg.	2	450	4.8	1	200	4.8	1	250	4.8
Non-manufacturing, excluding construction	76	75,450	4.3	3	11,895	6.8	73	63,555	4.9
Electricity	-	-	-	-	-	-	-	-	-
Transportation, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	13	9,072	4.0	1	1,600	3.7	12	7,472	4.1
Telecommunications	-	-	-	-	-	-	-	-	-
Telecommunications	2	11,935	1.4	1	9,895	0.8	1	2,040	4.3
Electric, Gas, Water	1	5,850	3.5	-	-	-	1	5,850	3.5
Retail Trade	-	-	-	-	-	-	-	-	-
Retail Trade	1	4,600	8.3	-	-	-	1	4,600	8.3
Finance	1	245	5.1	-	-	-	1	245	5.1
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	32	27,448	5.1	-	-	-	32	27,448	5.1
Health, Welfare Services	11	3,805	4.1	-	-	-	11	3,805	4.1
Recreational Services	2	3,000	5.3	-	-	-	2	3,000	5.3
Management Services	1	400	1.1	1	400	1.1	-	-	-
Personal Services	1	600	6.2	-	-	-	1	600	6.2
Miscellaneous Services	1	225	4.7	-	-	-	1	225	4.7
Local Administration	4	3,318	3.5	-	-	-	4	3,318	3.5
Provincial Administration	1	1,700	4.3	-	-	-	1	1,700	4.3
Federal Administration	5	3,252	4.8	-	-	-	5	3,252	4.8
Construction	1	800	3.4	-	-	-	1	800	3.4

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	41	39,042	4.8	58	45,627	3.9	18	11,426	3.9
All industries, excluding construction	41	39,042	4.8	58	45,627	3.9	17	10,626	3.9
Manufacturing	1	200	2.5	26	12,219	4.1	13	7,426	2.5
Food, Beverages	-	-	-	5	2,593	4.4	1	450	2.5
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	2	2,400	1.4
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	1	1,187	3.0	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	1	324	4.5	1	341	4.5
Wood	-	-	-	2	482	3.3	-	-	-
Furniture, Fixtures	-	-	-	1	475	4.8	-	-	-
Paper	-	-	-	2	790	4.6	-	-	-
Printing, Publishing	-	-	-	2	1,809	4.8	1	1,000	6.0
Primary Metals	-	-	-	1	230	4.4	-	-	-
Fabricated Metals	-	-	-	3	648	4.5	1	920	0.0
Machinery	-	-	-	1	270	4.9	-	-	-
Transportation Equipment	-	-	-	1	250	4.7	6	2,115	2.0
Electrical Products	1	200	2.5	1	450	4.0	-	-	-
Non-Metallic Minerals	-	-	-	1	440	3.5	-	-	-
Petroleum, Oil	-	-	-	2	569	3.5	-	-	-
Chemicals	-	-	-	1	1,452	3.5	-	-	-
Miscellaneous Mfg.	-	-	-	1	250	4.8	1	200	4.0
Non-manufacturing, excluding construction	40	38,842	4.8	32	33,408	3.8	4	3,200	3.8
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	12	-	-	-	-	-
Transportation	-	-	-	-	7,472	4.1	1	1,600	3.0
Storage	-	-	-	2	-	-	-	-	-
Communications	-	-	-	-	11,935	1.4	-	-	-
Electric, Gas, Water	1	5,850	3.5	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	-	-	-	-	-
Retail Trade	-	-	-	-	4,600	8.3	-	-	-
Finance	1	245	5.1	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	6	-	-	-	-	-
Education, Related Services ..	26	24,969	5.1	4	2,479	5.5	-	-	-
Health, Welfare Services	7	2,808	3.9	-	997	4.6	-	-	-
Recreational Services	2	3,000	5.3	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	1	400	1.0
Personal Services	-	-	-	1	-	-	1	600	6.0
Miscellaneous Services	-	-	-	1	225	4.7	-	-	-
Federal Administration	-	-	-	4	3,318	3.5	-	-	-
Provincial Administration	-	-	-	1	1,700	4.3	-	-	-
Local Administration	3	1,970	5.3	1	682	4.3	1	600	0.0
Construction	-	-	-	-	-	-	1	800	0.0

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	-	-	-	5	10,990	1.1	12	7,873	2.2
Industries, excluding construction	-	-	-	5	10,990	1.1	12	7,873	2.2
Manufacturing	-	-	-	4	1,095	3.8	10	5,873	1.9
Beverages	-	-	-	-	-	-	1	450	2.4
Tobacco	-	-	-	-	-	-	-	-	-
Textiles, Plastics	-	-	-	-	-	-	2	2,400	1.9
Other	-	-	-	-	-	-	-	-	-
Fertilizers	-	-	-	-	-	-	-	-	-
Food Processing Mills	-	-	-	-	-	-	-	-	-
Paper	-	-	-	1	212	2.8	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	230	4.4	-	-	-
Fabricated Metals	-	-	-	1	203	3.6	1	920	0.7
Chemical	-	-	-	-	-	-	-	-	-
Lumber	-	-	-	-	-	-	5	1,903	2.0
Transportation Equipment	-	-	-	-	-	-	-	-	-
Electrical Products	-	-	-	1	450	4.0	-	-	-
Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	1	200	4.8
Non-manufacturing, excluding construction	-	-	-	1	9,895	0.8	2	2,000	3.2
Agriculture	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	1,600	3.7
Transportation	-	-	-	-	-	-	-	-	-
Trucking	-	-	-	1	9,895	0.8	-	-	-
Communications	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	1	400	1.1
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Municipal Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	41	39,042	4.8	53	34,637	4.8	6	3,553	4.8
All industries, excluding construction	41	39,042	4.8	53	34,637	4.8	5	2,753	4.8
Manufacturing	1	200	2.5	22	11,124	4.2	3	1,553	4.2
Food, Beverages	-	-	-	5	2,593	4.4	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	-	-	-	-	-	-
Textiles	-	-	-	1	1,187	3.0	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	1	324	4.5	1	341	4.5
Wood	-	-	-	1	270	3.8	-	-	-
Furniture, Fixtures	-	-	-	1	475	4.8	-	-	-
Paper	-	-	-	2	790	4.6	-	-	-
Printing, Publishing	-	-	-	2	1,809	4.8	1	1,000	6.0
Primary Metals	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	2	445	4.9	-	-	-
Machinery	-	-	-	1	270	4.9	-	-	-
Transportation Equipment	-	-	-	1	250	4.7	1	212	4.7
Electrical Products	1	200	2.5	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	1	440	3.5	-	-	-
Petroleum, Oil	-	-	-	2	569	3.5	-	-	-
Chemicals	-	-	-	1	1,452	3.5	-	-	-
Miscellaneous Mfg.	-	-	-	1	250	4.8	-	-	-
Non-manufacturing, excluding construction	40	38,842	4.8	31	23,513	5.0	2	1,200	4.8
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	12	7,472	4.1	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communications	-	-	-	1	2,040	4.3	-	-	-
Electric, Gas, Water	1	5,850	3.5	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	1	4,600	8.3	-	-	-
Finance	1	245	5.1	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	26	24,969	5.1	6	2,479	5.5	-	-	-
Health, Welfare Services	7	2,808	3.9	4	997	4.6	-	-	-
Recreational Services	2	3,000	5.3	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	1	600	6.0
Miscellaneous Services	-	-	-	1	225	4.7	-	-	-
Federal Administration	-	-	-	4	3,318	3.5	-	-	-
Provincial Administration	-	-	-	1	1,700	4.3	-	-	-
Local Administration	3	1,970	5.3	1	682	4.3	1	600	3.0
Construction	-	-	-	-	-	-	1	800	3.0

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries						
Total	117	96,095	17	18,863	100	77,232
to increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	117	96,095	17	18,863	100	77,232
Under 2.0 percent	6	13,252	6	13,252	-	-
2.0 - 2.9 percent	8	4,399	6	2,928	2	1,471
3.0 - 3.9 percent	19	16,344	2	1,803	17	14,541
4.0 - 4.9 percent	46	24,726	3	880	43	23,846
5.0 - 5.9 percent	31	29,092	-	-	31	29,092
6.0 - 6.9 percent	4	2,661	-	-	4	2,661
7.0 - 7.9 percent	1	371	-	-	1	371
8.0 percent and over	2	5,250	-	-	2	5,250
Manufacturing						
Total	40	19,845	14	6,968	26	12,877
to increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	40	19,845	14	6,968	26	12,877
Under 2.0 percent	4	2,957	4	2,957	-	-
2.0 - 2.9 percent	7	3,128	6	2,928	1	200
3.0 - 3.9 percent	7	4,121	1	203	6	3,918
4.0 - 4.9 percent	19	8,204	3	880	16	7,324
5.0 - 5.9 percent	2	435	-	-	2	435
6.0 - 6.9 percent	1	1,000	-	-	1	1,000
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	77	76,250	3	11,895	74	64,355
to increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	77	76,250	3	11,895	74	64,355
Under 2.0 percent	2	10,295	2	10,295	-	-
2.0 - 2.9 percent	1	1,271	-	-	1	1,271
3.0 - 3.9 percent	12	12,223	1	1,600	11	10,623
4.0 - 4.9 percent	27	16,522	-	-	27	16,522
5.0 - 5.9 percent	29	28,657	-	-	29	28,657
6.0 - 6.9 percent	3	1,661	-	-	3	1,661
7.0 - 7.9 percent	1	371	-	-	1	371
8.0 percent and over	2	5,250	-	-	2	5,250
Non-manufacturing, excluding construction						
Total	76	74,450	3	11,895	73	63,555
to increase	-	-	-	-	-	-
decrease	-	-	-	-	-	-
increase	76	74,450	3	11,895	73	63,555
Under 2.0 percent	2	10,295	2	10,295	-	-
2.0 - 2.9 percent	1	1,271	-	-	1	1,271

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, First Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements witho COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	11	12,223	1	1,600	11	1,62
4.0 - 4.9 percent	27	16,522	-	-	27	16,52
5.0 - 5.9 percent	29	28,657	-	-	29	28,65
6.0 - 6.9 percent	3	1,661	-	-	3	1,66
7.0 - 7.9 percent	1	371	-	-	1	37
8.0 percent and over	2	5,250	-	-	2	5,25
Construction						
Total	1	800	-	-	1	800
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	1	800	-	-	1	800
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	1	800	-	-	1	800
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	49	36,805	17	18,863	32	17,94
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	49	36,805	17	18,863	32	17,94
Under 2.0 percent	6	13,252	6	13,252	-	-
2.0 - 2.9 percent	7	3,128	6	2,928	1	200
3.0 - 3.9 percent	8	6,308	2	1,803	6	4,505
4.0 - 4.9 percent	21	8,837	3	880	18	7,957
5.0 - 5.9 percent	5	3,680	-	-	5	3,680
6.0 - 6.9 percent	2	1,600	-	-	2	1,600
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Public sector						
Total	68	59,290	-	-	68	59,290
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	68	59,290	-	-	68	59,290
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	1	1,271	-	-	1	1,271
3.0 - 3.9 percent	11	10,036	-	-	11	10,036
4.0 - 4.9 percent	25	15,889	-	-	25	15,889
5.0 - 5.9 percent	26	25,412	-	-	26	25,412
6.0 - 6.9 percent	2	1,061	-	-	2	1,061
7.0 - 7.9 percent	1	371	-	-	1	371
8.0 percent and over	2	5,250	-	-	2	5,250

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1985 - First Quarter 1986

Year and Type of Agreement	Agreements	Employees	Percent Increase
First Quarter 1985			
All agreements	198	130,562	4.0
Agreements with cost-of-living clause	35	36,356	2.7
Agreements without cost-of-living clause	163	94,206	4.5
1 private sector agreements	64	35,957	3.3
Private sector agreements with cost-of-living clause	24	20,047	2.6
Private sector agreements without cost-of-living clause ..	37	15,910	4.1
1 public sector agreements	134	94,605	4.5
Public sector agreements with cost-of-living clause	8	16,309	2.7
Public sector agreements without cost-of-living clause ...	126	78,296	4.9
Second Quarter 1985			
All agreements	205	145,551	3.4
Agreements with cost-of-living clause	34	35,763	1.1
Agreements without cost-of-living clause	171	109,788	4.1
1 private sector agreements	95	60,450	1.9
Private sector agreements with cost-of-living clause	28	33,499	0.9
Private sector agreements without cost-of-living clause ..	67	26,951	3.1
1 public sector agreements	110	85,101	4.4
Public sector agreements with cost-of-living clause	6	2,264	3.6
Public sector agreements without cost-of-living clause ...	104	82,837	4.5
Third Quarter 1985			
All agreements	120	113,518	4.4
Agreements with cost-of-living clause	12	28,320	3.1
Agreements without cost-of-living clause	108	85,198	4.9
1 private sector agreements	54	34,061	2.9
Private sector agreements with cost-of-living clause	9	11,104	1.3
Private sector agreements without cost-of-living clause ..	45	22,957	3.7
1 public sector agreements	66	79,457	5.1
Public sector agreements with cost-of-living clause	3	17,216	4.2
Public sector agreements without cost-of-living clause ...	63	62,241	5.3
Fourth Quarter 1985			
All agreements	193	140,081	4.8
Agreements with cost-of-living clause	20	21,919	4.0
Agreements without cost-of-living clause	173	118,162	4.9
1 private sector agreements	45	27,522	3.1
Private sector agreements with cost-of-living clause	14	13,893	2.3
Private sector agreements without cost-of-living clause ..	31	13,629	3.9
1 public sector agreements	148	112,559	5.2
Public sector agreements with cost-of-living clause	6	8,026	6.9
Public sector agreements without cost-of-living clause ...	142	104,533	5.0
First Quarter 1986			
All agreements	117	96,095	4.1
Agreements with cost-of-living clause	17	18,863	1.6
Agreements without cost-of-living clause	100	77,232	4.8
1 private sector agreements	49	36,805	3.0
Private sector agreements with cost-of-living clause	17	18,863	1.6
Private sector agreements without cost-of-living clause ..	32	17,942	4.5
1 public sector agreements	68	59,290	4.8
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	68	59,290	4.8

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	117	100.0	96,095	100.0
Settlements establishing or improving one or more benefits	99	84.7	75,923	79.0
Paid holidays	8	6.8	4,474	4.7
Paid vacations	51	43.6	25,520	26.6
Other paid leaves	42	35.9	29,085	30.3
Hospital and medical	33	28.2	26,812	27.9
Dental	71	60.7	56,535	58.8
Sickness and accident	29	24.8	48,454	50.4
Long term disability	12	10.3	11,382	11.8
Life insurance	41	35.0	23,075	24.0
Pensions	39	33.3	24,567	25.6
Other benefits	43	36.8	28,983	30.2
Settlements not changing any benefits	18	15.4	20,172	21.0

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Total	117	96,095	49	36,805	68	59,290
1-3 months	45	33,101	30	17,433	15	15,668
4-6 months	28	25,524	16	18,489	12	7,035
7-9 months	10	11,556	1	230	9	11,326
10-12 months	19	16,411	1	245	18	16,166
13 months and over	15	9,503	1	408	14	9,095

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

State of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	117	96,095	49	36,805	68	59,290
Direct bargaining	41	38,946	20	3,488	21	19,719
Conciliation	10	7,668	5	1,615	5	6,053
Post-conciliation bargaining ..	17	11,251	7	6,963	10	4,288
Mediation	22	17,026	12	5,750	10	11,276
Post-mediation bargaining	3	1,335	-	-	3	1,335
Arbitration	10	6,547	-	-	10	6,547
Work Stoppage	4	3,005	4	3,005	-	-
Other	10	10,317	-	-	9	10,072

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1986

Stage of Negotiation	Duration of Negotiation													
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over			
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees		
Total	117	96,095	45	33,101	28	25,524	10	11,556	19	16,411	15	9,503		
Direct bargaining ...	41	38,946	26	21,457	6	13,335	3	1,175	3	1,139	3	1,840		
Conciliation	10	7,668	4	1,212	3	1,632	-	-	1	2,040	-	-		
Post-conciliation bargaining	17	11,251	5	4,763	4	2,947	-	-	1	1,083	7	2,458		
Mediation	22	17,026	5	1,489	9	5,032	6	9,305	1	350	1	850		
Post-mediation bargaining.....	3	1,335	-	-	2	685	-	-	1	650	-	-		
Arbitration	10	6,547	2	1,450	3	1,618	1	1,076	2	832	2	1,571		
Work stoppage	4	3,005	3	2,730	1	275	-	-	-	-	-	-		
Other	10	10,317	-	-	-	-	-	-	10	10,317	-	-		

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Ontario

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1986

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

December 1986

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
December, 1986

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1986

Settlements were negotiated during the second quarter of 1986 in 179 collective agreements covering 200 or more Ontario employees. A total of 238,648 employees were affected by these settlements, concentrated in construction, federal and provincial government, and education.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 4.3 percent annually over the term of the agreements, up from 4.1 percent for settlements in the first quarter. (See Chart 1 and Tables 1 and 6).

Of the 238,648 employees covered by settlements in the second quarter, 235,904 received first-year increases or increases under one-year agreements averaging 4.4 percent; 124,284 won second-year increases averaging 4.0; and 55,788 gained third-year increases averaging 2.8 percent. Settlements for 2,059 employees made no changes in wages over the term of the agreements; 1,720 employees had no wage changes in one or two years of the agreements, but received increases for other years averaging 4.9 percent a year; and 335 had a wage decrease averaging -3.3 percent a year over the term of the agreement.

The predominant increases provided in the second quarter settlement averaged 3.0-5.9 percent a year over the term of the agreements, and were received by 92 percent of the employees covered by 79 percent of the agreements. Three percent of the employees received increases averaging less than 3 percent a year under 15 agreements; and 4 percent of the employees received increases averaging more than 6 percent a year under 18 agreements. (See Table 5).

Manufacturing. The second quarter settlements covered 18,484 employees under 48 agreements in manufacturing industries. Wage increases in these settlements averaged 3.6 percent a year over the term of the agreements as in the first quarter, and 3.7 percent in the first year. Fifty-seven percent of the employees covered by 56 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements; 27 percent received increases averaging less than 3 percent a year under 12 agreements; and 10 percent covered by 6 agreements won increases averaging more than 6 percent a year under 6 agreements. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 139,308 employees under 103 agreements. They provided increases averaging 4.2 percent a year over the term of the agreements and 4.4 percent in the first year. Ninety-four percent of the employees covered by 87 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; about one percent received increases averaging less than 3 percent a year under two agreements; and 5 percent won increases averaging more than 6 percent a year under 9 agreements. (See Tables 1, 5 and 6).

Construction industry settlements covered 80,856 employees under 28 agreements. They provided increases averaging 4.5 percent a year over the term of the agreements and 4.6 percent in the first year. Seventy-seven percent of the employees covered by 9 agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements; 12 percent received increases averaging less than 4 percent a year under 9 agreements; and the remaining 11 percent won increases averaging more than 5 percent a year under 10 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 85 agreements covering 102,419 employees in private industry. These settlements provided

increases averaging 3.6 percent a year over the term of the agreements, up from 3.0 percent in the first quarter, and 4.4 percent in the first year. Eighty-eight percent of the employees covered by 64 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 6 percent received increases averaging less than 3 percent a year under 15 agreements; and 4 percent won increases averaging more than 6 percent a year under 11 agreements.

Public Sector. Settlements in 94 agreements covered 136,229 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.2 percent a year over the term of the agreements, down from 4.8 percent in the first quarter, and 4.4 percent in the first year. Ninety-six percent of the employees covered by 93 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements; and the remaining 4 percent received increases averaging more than 6 percent a year under 7 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were dropped or suspended for 1,220 employees covered by three of the second quarter settlements. Clauses were continued for 17,019 employees under 24 agreements, and were established or reinstated for 2,896 employees under 5 agreements. Of the 29 COLA settlements, 20 covering 7,363 employees were in agreements in manufacturing industries. Of the 9 clauses in non-manufacturing agreements, 6 were in public sector agreements covering 10,973 employees.

The COLA settlements provided increases averaging 3.2 percent a year over the term of the agreements, up from 1.6 percent in the first quarter. Sixty-nine percent of the employees covered by 11 agreements provided increases averaging 2.0-3.9 percent a year over the term of the agreements, 9 percent received less than 2 percent a year under 5 agreements; and 18 percent won increases averaging more than 4 percent a year under 11 agreements. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. The most common formulas will provide adjustments at the rate of 1 cent an hour for each 0.26-0.50 point rise in the 1971=100 CPI in 13 agreements covering 13,658 employees; at 1 cent an hour for each 0.25-0.50 point rise in the 1981=100 CPI in 5 agreements covering 1,518 employees; and at 1 percent of wages for each 1 percent rise in the 1981=100 CPI in 4 agreements covering 2,668 employees.

The formulas will be applied quarterly in 17 agreements covering 14,877 employees; semi-annually, in 2 agreements covering 574 employees; annually, in 2 agreements covering 780 employees; and once during the term of 8 agreements covering 3,676 employees.

Settlements in the 150 agreements without COLA clauses provided increases averaging 4.4 percent a year over the term of the agreements, down from 4.8 percent in the second quarter. Ninety-five percent of the 218,733 employees covered received increases under 85 percent of the agreements averaging 3.0-5.9 percent a year over the term of the agreements; 584 employees received increases of less than 3 percent a year under 2 agreements; and 9,281 gained increases averaging more than 6 percent a year under 17 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 156 agreements covering 203,067 employees. Dental care,

paid vacations, pensions and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved mostly updating of benefit fee schedules in dental care plans in 80 agreements covering 51,283 employees, and increased benefits in life insurance plans in 37 agreements covering 15,915 employees.

Pension plans were revised in 61 agreements covering 95,329 employees. The predominant changes involved increased benefits for normal retirement and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 79 agreements covering 160,383 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The second quarter settlements were reached in an average of 6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter of 1986. Thirty-five percent of the settlements covering 22 percent of the employees were concluded in 1-3 months, and 52 percent covering 62 percent of the employees were completed in 4-9 months. Negotiations lasted more than 9 months in 23 agreements covering 16 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 4 months to complete, compared with an average of 7 months for the public sector settlements. Ninety-two percent of the private sector settlements covering 98 percent of the employees involved were reached in 6 months or less, compared with 70 of the public sector settlements covering 56 percent of the employees. Settlements took more than 6 months to achieve in 28 of the public agreements covering 44 percent of the employees, compared with 7 agreements covering 2,254 employees in the private sector.

Settlements were reached by the parties without outside assistance in 42 percent of the agreements covering 32 percent of the employees. Government assistance was needed in the negotiations of 54 percent of the agreements covering 66 percent of the employees, including 18 agreements covering 30,498 employees that involved work stoppages. Negotiations in the remaining 5 agreements covering 2,981 employees were resolved by arbitration.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1984 to Second Quarter 1986

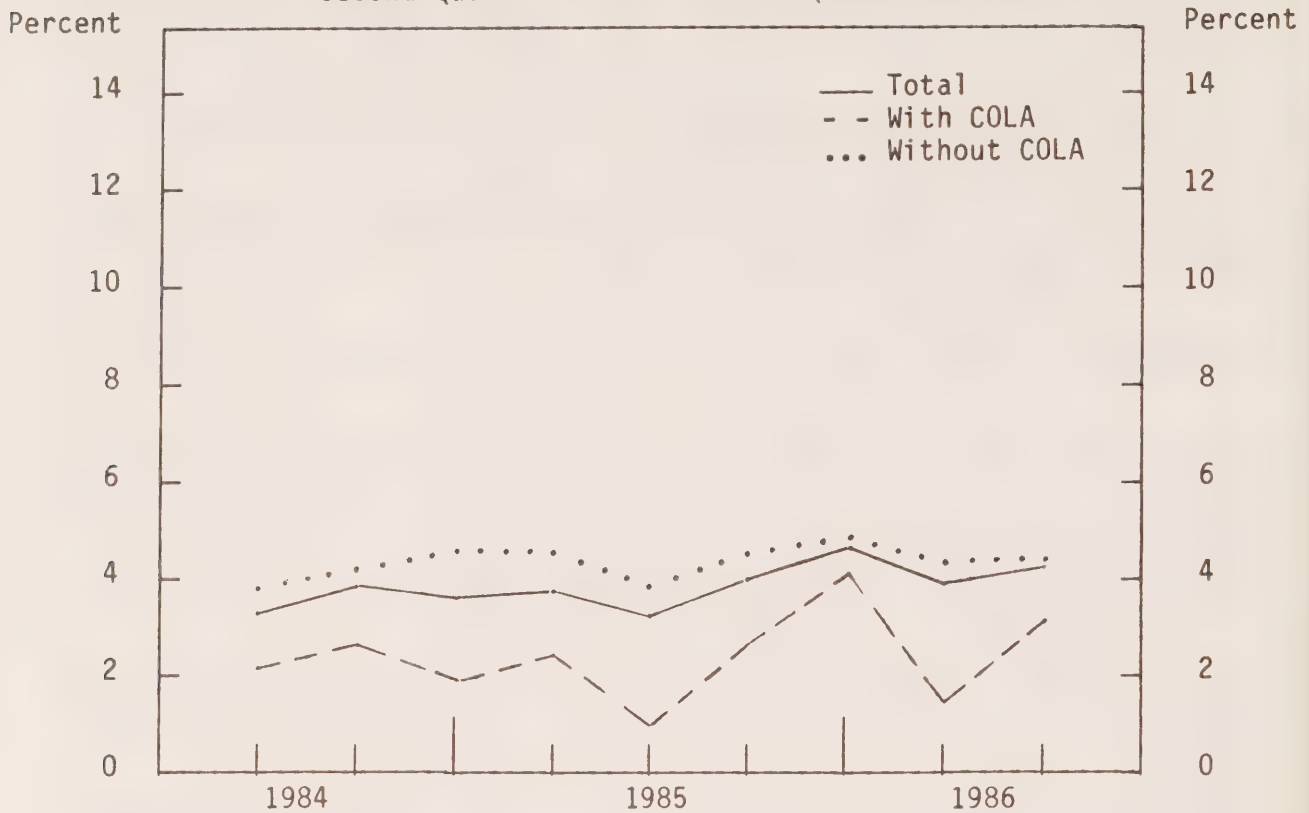


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1984 to Second Quarter 1986

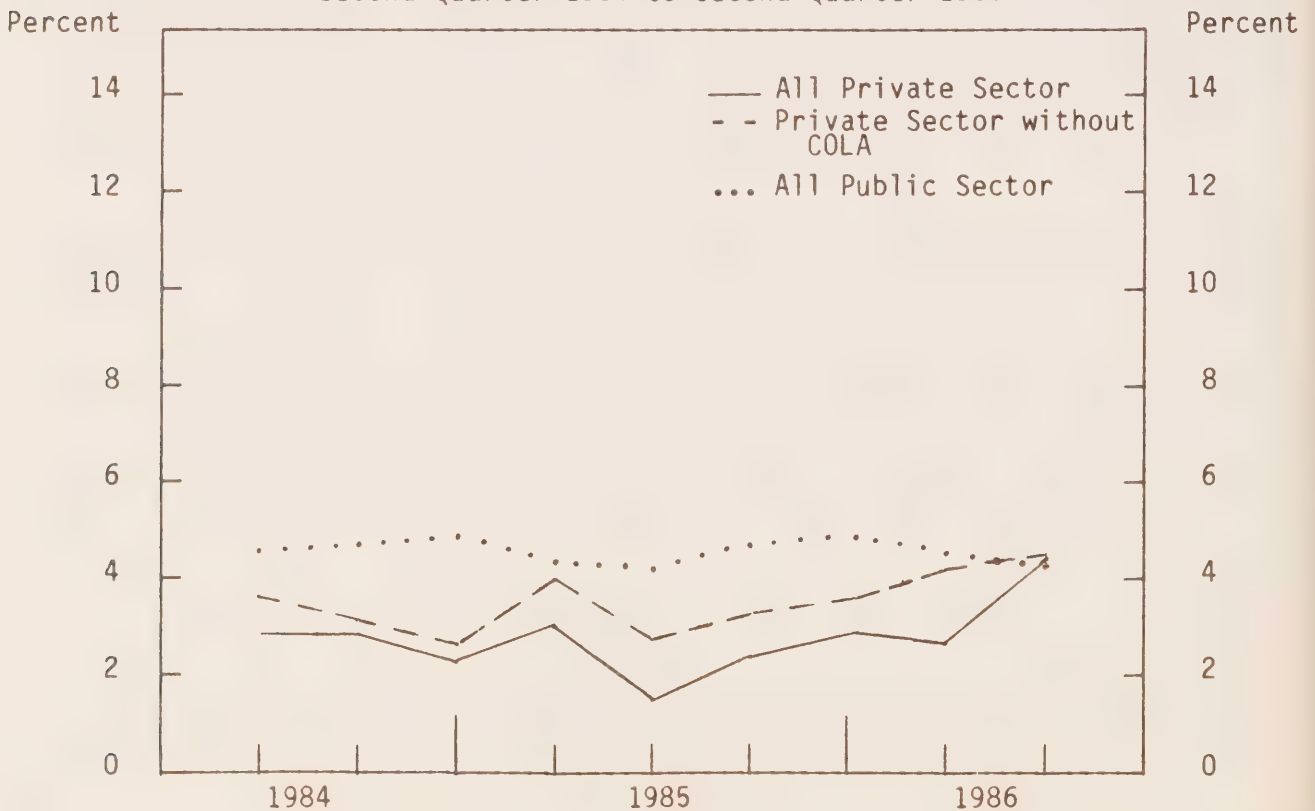


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1986

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	179	238,648	4.3	29	19,915	3.2	150	218,733	4.4
Industries, excluding construction	151	157,792	4.1	29	19,915	3.2	122	137,877	4.3
Manufacturing	48	18,484	3.6	20	7,363	2.6	28	11,121	4.3
Food, Beverages	6	4,052	4.0	3	1,494	3.2	3	2,558	4.5
Alcohol, Tobacco	1	710	5.5	-	-	-	1	710	5.5
Chemical, Plastics	3	1,264	1.6	3	1,264	1.6	-	-	-
Textile	1	270	4.1	-	-	-	1	270	4.1
Transportation	2	560	4.2	-	-	-	2	560	4.2
Printing Mills	-	-	-	-	-	-	-	-	-
Other	2	503	5.1	-	-	-	2	503	5.1
Other	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	3	948	6.3	-	-	-	3	948	6.3
Other	2	543	4.1	-	-	-	2	543	4.1
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	1	568	0.0	1	568	0.0	-	-	-
Alloyed Metals	7	1,965	3.8	2	600	2.5	5	1,365	4.4
Machinery	1	275	3.5	-	-	-	1	275	3.5
Transportation Equipment	9	3,407	2.8	6	2,103	3.3	3	1,304	1.9
Chemical Products	5	1,653	3.3	3	888	2.7	2	765	3.9
Non-metallic Minerals	3	766	4.1	2	446	3.4	1	320	4.9
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	2	1,000	4.4	-	-	-	2	1,000	4.4
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	103	139,308	4.2	9	12,552	3.5	94	126,756	4.3
Industry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	365	0.3	1	365	0.3	-	-	-
Transportation	3	1,150	3.1	1	450	2.8	2	700	3.3
Other	-	-	-	-	-	-	-	-	-
Communication	1	7,978	3.5	1	7,978	3.5	-	-	-
Electric, Gas, Water	3	1,710	4.1	1	764	4.0	2	946	4.2
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	2	1,285	1.6	-	-	-	2	1,285	1.6
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	2	1,976	5.0	-	-	-	2	1,976	5.0
Education, Related Services ..	44	35,956	4.3	3	2,585	3.8	41	33,371	4.4
Health, Welfare Services	8	5,219	4.4	-	-	-	8	5,219	4.4
Professional Services	-	-	-	-	-	-	-	-	-
Management Services	2	816	4.8	-	-	-	2	816	4.8
Personal Services	4	1,000	3.2	-	-	-	4	1,000	3.2
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	17	49,841	3.6	-	-	-	17	49,841	3.6
Provincial Administration	6	28,076	5.2	-	-	-	6	28,076	5.2
Federal Administration	10	3,936	5.6	2	410	4.0	8	3,526	5.8
Construction	28	80,856	4.5	-	-	-	28	80,856	4.5

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	37	54,434	4.7	97	127,258	4.4	45	56,956	4.3
All industries, excluding construction	37	54,434	4.7	69	46,402	4.1	45	56,956	4.3
Manufacturing	3	919	4.8	24	9,927	4.1	21	7,638	4.2
Food, Beverages	1	294	5.4	5	3,758	3.9	-	-	-
Tobacco	-	-	-	1	710	5.5	-	-	-
Rubber, Plastics	-	-	-	-	-	-	3	1,264	1.1
Leather	-	-	-	1	270	4.1	-	-	-
Textiles	-	-	-	2	560	4.2	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	2	503	5.1	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	2	448	6.5	1	500	6.1
Paper	-	-	-	1	243	4.5	1	300	3.1
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	568	-
Fabricated Metals	1	225	4.0	4	1,140	4.5	2	600	2.1
Machinery	-	-	-	-	-	-	1	275	3.1
Transportation Equipment	-	-	-	1	250	2.7	8	3,157	2.1
Electrical Products	1	400	4.7	3	1,025	2.5	1	228	4.1
Non-Metallic Minerals	-	-	-	1	320	4.9	2	446	3.1
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	700	3.5	1	300	6.1
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	34	53,515	4.7	45	36,475	4.1	24	49,318	4.3
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	365	0.1
Transportation	-	-	-	2	700	3.3	1	450	2.1
Storage	-	-	-	-	-	-	-	-	-
Communication	1	7,978	3.5	-	-	-	-	-	-
Electric, Gas, Water	1	325	4.5	2	1,385	4.0	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	2	1,285	1.6	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	1,370	5.4	1	606	4.1
Education, Related Services ..	20	12,491	4.6	22	22,707	4.2	2	758	4.1
Health, Welfare Services	1	2,500	4.0	6	1,950	4.6	1	769	4.1
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	1	465	4.1	1	350	5.1
Personal Services	1	253	3.6	2	501	1.7	1	246	6.1
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	3	4,477	3.5	14	45,364	3.1
Provincial Administration	6	28,076	5.2	-	-	-	-	-	-
Local Administration	4	1,892	6.1	4	1,634	5.4	2	410	4.1
Construction	-	-	-	28	80,856	4.5	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	3	10,072	3.5	7	3,201	3.0	19	6,642	2.6
Industries, excluding construction	3	10,072	3.5	7	3,201	3.0	19	6,642	2.6
Manufacturing	1	294	5.4	5	2,110	2.5	14	4,959	2.4
Food, Beverages	1	294	5.4	2	1,200	2.6	-	-	-
Alcohol	-	-	-	-	-	-	-	-	-
Textile, Plastics	-	-	-	-	-	-	3	1,264	1.6
Chemical	-	-	-	-	-	-	-	-	-
Metals	-	-	-	-	-	-	-	-	-
Grain Mills	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	568	-
Aluminum	-	-	-	-	-	-	2	600	2.5
Chemical	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	1	250	2.7	5	1,853	3.4
Chemical Products	-	-	-	2	660	2.2	1	228	4.0
Metallurgical Minerals	-	-	-	-	-	-	2	446	3.4
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	2	9,778	3.5	2	1,091	4.1	5	1,683	3.1
Other	-	-	-	-	-	-	-	-	-
Quarrying	-	-	-	-	-	-	1	365	0.3
Transportation	-	-	-	-	-	-	1	450	2.8
Other	-	-	-	-	-	-	-	-	-
Communication	1	7,978	3.5	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	1	764	4.0	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	1	1,800	3.5	1	327	4.2	1	458	4.9
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Government Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Public Administration	-	-	-	-	-	-	-	-	-
Financial Administration	-	-	-	-	-	-	-	-	-
Administration	-	-	-	-	-	-	2	410	4.0
Construction	-	-	-	-	-	-	-	-	-

¹ One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	34	44,362	5.0	90	124,057	4.4	26	50,314	4.4
All industries, excluding construction	34	44,362	5.0	62	43,201	4.2	26	50,314	4.2
Manufacturing	2	625	4.5	19	7,817	4.6	7	2,679	4.6
Food, Beverages	-	-	-	3	2,558	4.5	-	-	-
Tobacco	-	-	-	1	710	5.5	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	270	4.1	-	-	-
Textiles	-	-	-	2	560	4.2	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	2	503	5.1	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	2	448	6.5	1	500	6.5
Paper	-	-	-	1	243	4.5	1	300	4.5
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	-
Fabricated Metals	1	225	4.0	4	1,140	4.5	-	-	-
Machinery	-	-	-	-	-	-	1	275	-
Transportation Equipment	-	-	-	-	-	-	3	1,304	-
Electrical Products	1	400	4.7	1	365	3.0	-	-	-
Non-Metallic Minerals	-	-	-	1	320	4.9	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	700	3.5	1	300	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	32	43,737	5.0	43	35,384	4.1	19	47,635	4.1
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	2	700	3.3	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	1	325	4.5	1	621	4.0	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	2	1,285	1.6	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	1,370	5.4	1	606	-
Education, Related Services ..	19	10,691	4.8	21	22,380	4.2	1	300	-
Health, Welfare Services	1	2,500	4.0	6	1,950	4.6	1	769	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	1	466	4.1	1	350	-
Personal Services	1	253	3.6	2	501	1.7	1	246	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	3	4,477	3.5	14	45,364	-
Provincial Administration	6	28,076	5.2	-	-	-	-	-	-
Local Administration	4	1,892	6.1	4	1,634	5.4	-	-	-
Construction	-	-	-	28	80,856	4.5	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
1 Industries						
Total	179	238,648	29	19,915	150	218,733
increase	4	2,059	2	808	2	1,251
crease	1	335	-	-	1	335
crease	174	236,254	27	19,107	147	217,147
Under 2.0 percent	6	2,139	5	1,755	1	384
2.0 - 2.9 percent	9	3,939	8	3,739	1	200
3.0 - 3.9 percent	39	75,392	3	9,978	36	65,414
4.0 - 4.9 percent	64	110,244	8	2,783	56	107,461
5.0 - 5.9 percent	38	34,929	2	522	36	34,407
6.0 - 6.9 percent	14	8,001	1	330	13	7,671
7.0 - 7.9 percent	2	560	-	-	2	560
8.0 percent and over	2	1,050	-	-	2	1,050
Manufacturing						
Total	48	18,484	20	7,363	28	11,121
increase	2	808	2	808	-	-
crease	1	335	-	-	1	335
crease	45	17,341	18	6,555	27	10,786
Under 2.0 percent	5	1,774	4	1,390	1	384
2.0 - 2.9 percent	7	3,289	7	3,289	-	-
3.0 - 3.9 percent	8	2,740	1	200	7	2,540
4.0 - 4.9 percent	11	4,805	3	824	8	3,981
5.0 - 5.9 percent	8	2,930	2	522	6	2,408
6.0 - 6.9 percent	6	1,803	1	330	5	1,473
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	131	220,164	9	12,552	122	207,612
increase	2	1,251	-	-	2	1,251
crease	-	-	-	-	-	-
crease	129	218,913	9	12,552	120	206,361
Under 2.0 percent	1	365	1	365	-	-
2.0 - 2.9 percent	2	650	1	450	1	200
3.0 - 3.9 percent	31	72,652	2	9,778	29	62,874
4.0 - 4.9 percent	53	105,439	5	1,959	48	103,480
5.0 - 5.9 percent	30	31,999	-	-	30	31,999
6.0 - 6.9 percent	8	6,198	-	-	8	6,198
7.0 - 7.9 percent	2	560	-	-	2	560
8.0 percent and over	2	1,050	-	-	2	1,050
Non-manufacturing, excluding construction						
Total	103	139,308	9	12,552	94	126,756
increase	2	1,251	-	-	2	1,251
crease	-	-	-	-	-	-
crease	101	138,057	9	12,552	92	125,505
Under 2.0 percent	1	365	1	365	-	-
2.0 - 2.9 percent	1	450	1	450	-	-

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements witho COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	23	63,152	2	9,778	21	53,37
4.0 - 4.9 percent	44	43,333	5	1,959	39	41,37
5.0 - 5.9 percent	23	24,474	-	-	23	24,47
6.0 - 6.9 percent	6	5,123	-	-	6	5,12
7.0 - 7.9 percent	2	560	-	-	2	56
8.0 percent and over	1	600	-	-	1	60
Construction						
Total	28	80,856	-	-	28	80,85
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	28	80,856	-	-	28	80,85
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	1	200	-	-	1	20
3.0 - 3.9 percent	8	9,500	-	-	8	9,50
4.0 - 4.9 percent	9	62,106	-	-	9	62,10
5.0 - 5.9 percent	7	7,525	-	-	7	7,52
6.0 - 6.9 percent	2	1,075	-	-	2	1,07
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	1	450	-	-	1	45
Private sector						
Total	85	102,419	23	8,942	62	93,47
No increase	4	2,059	2	808	2	1,25
Decrease	1	335	-	-	1	33
Increase	80	100,025	21	8,134	59	91,89
Under 2.0 percent	6	2,139	5	1,755	1	38
2.0 - 2.9 percent	9	3,939	8	3,739	1	20
3.0 - 3.9 percent	16	12,015	1	200	15	11,8
4.0 - 4.9 percent	21	67,056	4	1,588	17	65,46
5.0 - 5.9 percent	17	11,017	2	522	15	10,49
6.0 - 6.9 percent	9	3,124	1	330	8	2,79
7.0 - 7.9 percent	1	285	-	-	1	28
8.0 percent and over	1	450	-	-	1	45
Public sector						
Total	94	136,229	6	10,973	88	125,25
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	94	136,229	6	10,973	88	125,25
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	23	63,377	2	9,778	21	53,59
4.0 - 4.9 percent	43	43,188	4	1,195	39	41,99
5.0 - 5.9 percent	21	23,912	-	-	21	23,91
6.0 - 6.9 percent	5	4,877	-	-	5	4,87
7.0 - 7.9 percent	1	275	-	-	1	27
8.0 percent and over	1	600	-	-	1	60

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1985 - Second Quarter 1986

Year and Type of Agreement	Agree- ments	Employ- ees	Percent Increase
Second Quarter 1985			
All agreements	205	145,551	3.4
Agreements with cost-of-living clause	34	35,763	1.1
Agreements without cost-of-living clause	171	109,788	4.1
1 private sector agreements	95	60,450	1.9
Private sector agreements with cost-of-living clause	28	33,499	0.9
Private sector agreements without cost-of-living clause ..	67	26,951	3.1
1 public sector agreements	110	85,101	4.4
Public sector agreements with cost-of-living clause	6	2,264	3.6
Public sector agreements without cost-of-living clause ...	104	82,837	4.5
Third Quarter 1985			
All agreements	120	113,518	4.4
Agreements with cost-of-living clause	12	28,320	3.1
Agreements without cost-of-living clause	108	85,198	4.9
1 private sector agreements	54	34,061	2.9
Private sector agreements with cost-of-living clause	9	11,104	1.3
Private sector agreements without cost-of-living clause ..	45	22,957	3.7
1 public sector agreements	66	79,457	5.1
Public sector agreements with cost-of-living clause	3	17,216	4.2
Public sector agreements without cost-of-living clause ...	63	62,241	5.3
Fourth Quarter 1985			
All agreements	193	140,081	4.8
Agreements with cost-of-living clause	20	21,919	4.0
Agreements without cost-of-living clause	173	118,162	4.9
1 private sector agreements	45	27,522	3.1
Private sector agreements with cost-of-living clause	14	13,893	2.3
Private sector agreements without cost-of-living clause ..	31	13,629	3.9
1 public sector agreements	148	112,559	5.2
Public sector agreements with cost-of-living clause	6	8,026	6.9
Public sector agreements without cost-of-living clause ...	142	104,533	5.0
First Quarter 1986			
All agreements	117	96,095	4.1
Agreements with cost-of-living clause	17	18,863	1.6
Agreements without cost-of-living clause	100	77,232	4.8
1 private sector agreements	49	36,805	3.0
Private sector agreements with cost-of-living clause	17	18,863	1.6
Private sector agreements without cost-of-living clause ..	32	17,942	4.5
1 public sector agreements	68	59,290	4.8
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	68	59,290	4.8
Second Quarter 1986			
All agreements	179	238,648	4.3
Agreements with cost-of-living clause	29	19,915	3.2
Agreements without cost-of-living clause	150	218,733	4.4
1 private sector agreements	85	102,419	4.3
Private sector agreements with cost-of-living clause	23	8,942	2.6
Private sector agreements without cost-of-living clause ..	62	93,477	4.4
1 public sector agreements	94	136,229	4.2
Public sector agreements with cost-of-living clause	6	10,973	3.6
Public sector agreements without cost-of-living clause ...	88	125,256	4.3

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	179	100.0	238,648	100.0
Settlements establishing or improving one or more benefits	156	87.2	203,067	85.1
Paid holidays	37	20.7	84,744	35.5
Paid vacations	79	44.1	160,383	67.2
Other paid leaves	43	24.0	20,835	8.7
Hospital and medical	20	11.2	12,688	5.3
Dental	80	44.7	51,283	21.5
Sickness and accident	25	14.0	8,871	3.7
Long term disability	21	11.7	13,118	5.5
Life insurance	37	20.7	15,915	6.7
Pensions	61	34.1	95,329	39.9
Other benefits	69	38.5	98,040	41.1
Settlements not changing any benefits	23	12.8	35,581	14.9

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Total	179	238,648	85	102,419	94	136,229
1-3 months	63	52,455	39	30,584	24	21,871
4-6 months	81	123,456	39	69,581	42	53,875
7-9 months	12	24,554	5	1,757	7	22,797
10-12 months	2	630	-	-	2	630
13 months and over	21	37,553	2	497	19	37,056

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

State of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	179	238,648	85	102,419	94	136,229
Direct bargaining	76	77,062	22	9,945	54	67,117
Conciliation	23	41,268	8	6,874	15	34,394
Post-conciliation bargaining ..	17	23,733	12	18,049	5	5,684
Mediation	33	52,227	25	41,785	8	10,442
Post-mediation bargaining	4	9,080	3	1,480	1	7,600
Arbitration	5	2,981	-	-	5	2,981
Work Stoppage	18	30,498	15	24,286	3	6,212
Other	3	1,799	-	-	3	1,799

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1986

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
			Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	179	238,648	63	52,455	81	123,456	12	24,554	2	630	21	37,553
Direct bargaining	76	77,062	38	20,859	26	43,269	-	-	1	230	11	12,704
Conciliation	23	41,268	5	9,687	16	11,323	1	205	-	-	1	20,053
Post-conciliation bargaining	17	23,733	7	14,979	8	7,901	-	-	-	-	2	853
Mediation	33	52,227	10	3,185	17	38,888	6	10,154	-	-	-	-
Post-mediation bargaining.....	4	9,080	-	-	2	1,268	1	7,600	-	-	1	212
Arbitration	5	2,981	-	-	-	-	-	-	1	400	4	2,581
Work stoppage	18	30,498	3	3,745	12	20,807	3	5,946	-	-	-	-
Other	3	1,799	-	-	-	-	1	649	-	-	2	1,150

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1986

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

February 1986

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
February, 1986

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1986

During the third quarter of 1986, settlements were negotiated in 87 collective agreements covering 200 or more Ontario employees. A total of 100,571 employees were affected by these settlements, concentrated in retail trade, federal and provincial government, and construction.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 4.6 percent annually over the term of the agreements, up from 4.3 percent for settlements in the second quarter. (See Chart 1 and Tables 1 and 6).

Of the 100,571 employees covered by settlements in the third quarter, 85,932 received first-year increases or increases under one-year agreements averaging 4.4 percent; 77,369 won second-year increases averaging 4.7 percent; and 25,234 gained third-year increases averaging 3.1 percent. Settlements for 453 employees made no changes in wages over the term of the agreements; 14,186 employees had no change in the first year of the agreements, but received increases for the second year averaging 5.9 percent a year.

The predominant increases provided in the third quarter settlement averaged 3.0-5.9 percent a year over the term of the agreements, and were received by 50 percent of the employees covered by 70 percent of the agreements. Seventeen percent of the employees received increases averaging less than 3 percent a year under 12 agreements; and 32 percent of the employees received increases averaging more than 6 percent a year under 12 agreements. (See Table 5).

Manufacturing. The third quarter settlements covered 12,256 employees under 24 agreements in manufacturing industries. Wage increases in these settlements averaged 3.5 percent a year over the term of the agreements and 3.9 percent in the first year, compared to 3.6 percent and 3.7 percent respectively in the second quarter of 1986. Forty-six percent of the employees covered by 42 percent of the agreements received increases of less than 3 percent a year over the term of the agreements; 38 percent received increases averaging 3.0-5.9 percent a year under 11 agreements; and 14 percent covered by 2 agreements won increases averaging 6.0-7.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 78,088 employees under 50 agreements. They provided increases averaging 4.7 percent a year over the term of the agreements and 4.3 percent in the first year. Forty-nine percent of the employees covered by 82 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 15 percent received increases of less than 3 percent a year under 2 agreements; and 36 percent won increases averaging more than 6 percent a year under 6 agreements. (See Tables 1, 5 and 6).

Construction industry settlements covered 10,227 employees under 13 agreements. They provided increases averaging 4.9 percent a year over the term of the agreements and 5.4 percent in the first year. Seventy-one percent of the employees covered by 5 agreements received increases averaging 3.0-4.9 percent a year over the term of the agreements; and the remaining 29 percent won increases averaging 5.0-7.9 percent a year under 5 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 49 agreements covering 50,416 employees in private industry. These settlements provided increases averaging 4.1 percent a year over the term of the agreements, down from 4.3 percent in the second quarter, and 4.8 percent in the first year. Sixty-eight percent of the employees covered by 57 percent of the agreements received

increases averaging 2.0-4.9 percent a year over the term of the agreement; 5 percent received increases of less than 2 percent a year under 6 agreements; and 26 percent won increases averaging more than 5.0-7.9 percent a year under 6 agreements.

Public Sector. Settlements in 38 agreements covered 50,155 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 5.1 percent a year over the term of the agreements, up from 4.2 percent in the second quarter of 1986, and 5.4 percent in the first year. Fifty-seven percent of the employees covered by 87 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreements, and the remaining 43 percent received increases averaging more than 6 percent a year under 5 agreements. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were continued for 10,980 employees under 17 agreements, with 13 of the agreements covering 8,377 employees in manufacturing industries and 4 covering the remaining employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.8 percent a year over the term of the agreements, down from 3.2 percent in the second quarter. Sixteen of the 17 agreements provided increases of less than 3.9 percent a year over the term of the agreements. Private sector agreements with COLA provided increases averaging 2.7 percent per year, and increases in the 2 public sector agreements with COLA averaged 3.5 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. The most common formulas will provide adjustments at the rate of 1 cent an hour for each 0.26-0.35 point rise in the 1971=100 CPI in 10 agreements covering 6,258 employees; and at 1 percent of wages for each 1 percent rise in the CPI in 3 agreements covering 1,840 employees.

The formulas will be applied quarterly in 12 agreements covering 7,946 employees; semi-annually, annually or monthly in 3 agreements covering 2,384 employees; and once during the term of 2 agreements covering 650 employees.

Settlements in the 70 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.4 percent in the second quarter. Fifty-two percent of the 89,591 employees covered received increases under 80 percent of the agreements averaging 3.0-5.9 percent a year over the term of the agreements; 11,623 employees received increases of less than 3 percent a year under 2 agreements; and more than one-third (36 percent) gained increases averaging more than 6 percent a year under 10 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 79 agreements covering 77,425 employees. Hospital and medical care, paid vacations, dental care and pensions were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical insurance in 48 agreements covering 39,608 employees, and mostly updating of benefit fee schedules in dental care plans in 37 agreements covering 32,929 employees.

Pension plans were revised in 34 agreements covering 38,912 employees. The predominant changes involved increased benefits for normal retirement and improvements in early retirement provisions.

The most prevalent changes in paid vacations, made in 39 agreements covering 35,017 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The third quarter settlements were reached in an average of 5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 6 months in the second quarter of 1986. Thirty-five percent of the settlements covering 22 percent of the employees were concluded in 1-3 months, and 45 percent covering 52 percent of the employees were completed in 4-6 months. Negotiations lasted more than 6 months in 35 agreements covering 26 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 7 months to complete, compared with an average of 6 months for the public sector settlements. Eighty-eight percent of the private sector settlements covering 88 percent of the employees involved were reached in 6 months or less, compared with 71 percent of the public sector settlements covering 54 percent of the employees. Settlements took more than 6 months to achieve in 11 of the public sector agreements covering 46 percent of the employees, compared with 6 agreements covering 6,279 employees in the private sector.

Settlements were reached by the parties without outside assistance in 39 percent of the agreements covering 43 percent of the employees. Government assistance was needed in the remaining negotiations, including 13 agreements covering 9,794 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1984 to Third Quarter 1986

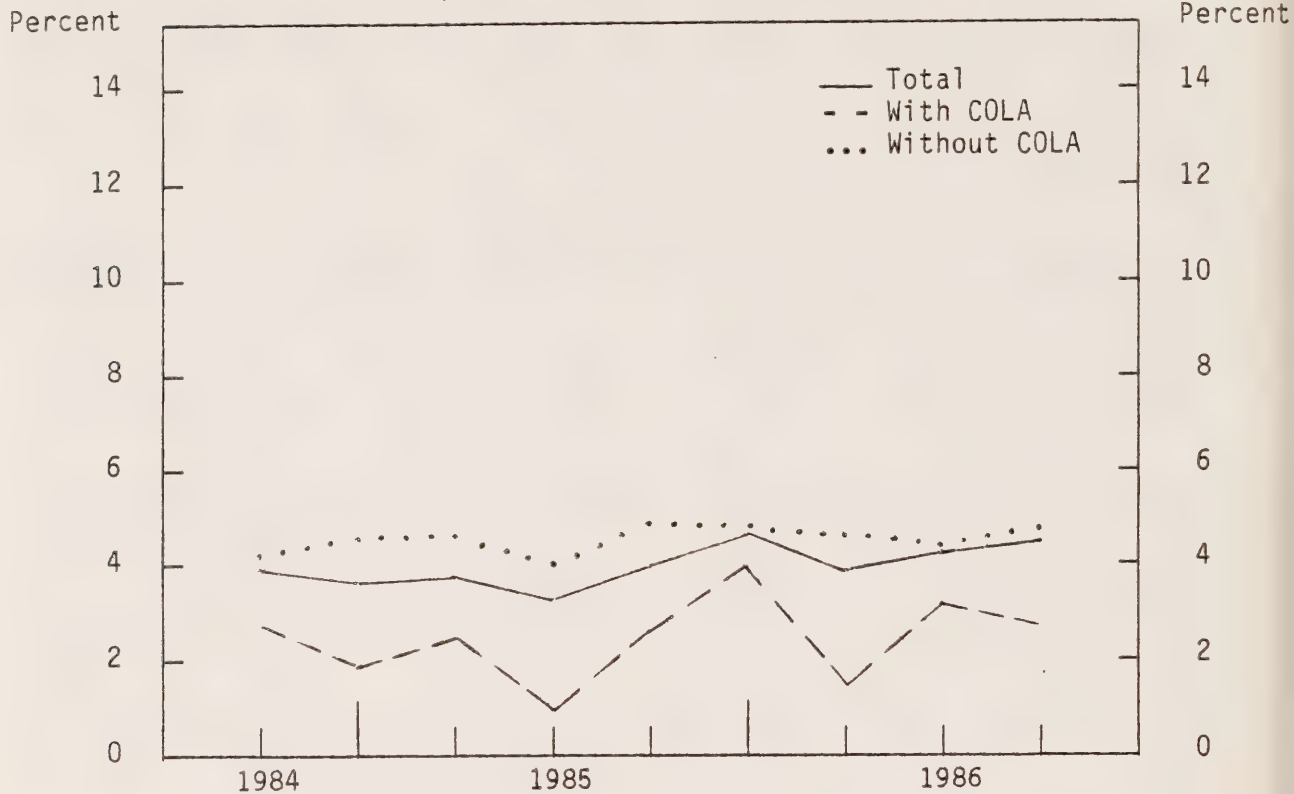


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1984 to Third Quarter 1986



Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Third Quarter 1986

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	87	100,571	4.6	17	10,980	2.8	70	89,591	4.8
Industries, excluding construction	74	90,344	4.6	17	10,980	2.8	57	79,364	4.8
Manufacturing	24	12,256	3.5	13	8,377	2.6	11	3,879	5.2
Food, Beverages	1	270	4.7	-	-	-	1	270	4.7
Accommodation	-	-	-	-	-	-	-	-	-
Textile, Apparel, Plastics	2	1,884	1.9	2	1,884	1.9	-	-	-
Chemical	1	235	4.0	-	-	-	1	235	4.0
Non-metallic Minerals	1	395	5.2	-	-	-	1	395	5.2
Printing Mills	1	311	3.9	-	-	-	1	311	3.9
Other Manufacturing	2	1,600	5.5	1	1,200	6.0	1	400	4.1
Transportation Equipment	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	1	217	5.5	-	-	-	1	217	5.5
Other	-	-	-	-	-	-	-	-	-
Printing, Publishing	1	231	4.7	-	-	-	1	231	4.7
Primary Metals	1	260	1.1	1	260	1.1	-	-	-
Refined Metals	3	1,982	2.7	3	1,982	2.7	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	8	3,514	3.1	5	2,494	1.8	3	1,020	6.1
Electrical Products	1	557	2.2	1	557	2.2	-	-	-
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	1	800	5.7	-	-	-	1	800	5.7
Non-manufacturing, excluding construction	50	78,088	4.7	4	2,603	3.4	46	75,485	4.8
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	2	1,190	3.8	1	600	3.1	1	590	4.5
Transportation	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	3	2,039	3.6	2	1,769	3.5	1	270	3.9
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	1	360	4.7	-	-	-	1	360	4.7
Rail Trade	4	20,625	4.1	-	-	-	4	20,625	4.1
Finance	1	229	0.0	-	-	-	1	229	0.0
Insurance, Real Estate	1	350	3.6	-	-	-	1	350	3.6
Education, Related Services ..	17	8,358	4.6	1	234	3.5	16	8,124	4.7
Health, Welfare Services	1	235	3.0	-	-	-	1	235	3.0
Recreational Services	2	540	5.2	-	-	-	2	540	5.2
Management Services	2	5,000	4.3	-	-	-	2	5,000	4.3
Professional Services	1	240	3.2	-	-	-	1	240	3.2
Miscellaneous Services	-	-	-	-	-	-	-	-	-
General Administration	10	17,663	3.8	-	-	-	10	17,663	3.8
Provincial Administration	2	20,310	6.5	-	-	-	2	20,310	6.5
Municipal Administration	3	949	5.2	-	-	-	3	949	5.2
Construction	13	10,227	4.9	-	-	-	13	10,227	4.9

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	15	22,478	5.6	47	52,859	4.8	25	25,234	4.7
All industries, excluding construction	15	22,478	5.6	34	42,632	4.7	25	25,234	4.7
Manufacturing	-	-	-	9	3,388	4.9	15	8,868	4.9
Food, Beverages	-	-	-	1	270	4.7	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	2	1,884	-
Leather	-	-	-	1	235	4.0	-	-	-
Textiles	-	-	-	1	395	5.2	-	-	-
Knitting Mills	-	-	-	1	311	3.9	-	-	-
Clothing	-	-	-	1	400	4.1	1	1,200	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	1	217	5.5	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	1	231	-
Primary Metals	-	-	-	1	260	1.1	-	-	-
Fabricated Metals	-	-	-	-	-	-	3	1,982	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	1	500	7.0	7	3,014	-
Electrical Products	-	-	-	-	-	-	1	557	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	1	800	5.7	-	-	-
Non-manufacturing, excluding construction	15	22,478	5.6	25	39,244	4.7	10	16,366	4.7
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	2	1,190	3.8	-	-	-
Transportation	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	1	1,353	3.5	2	686	3.8	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	360	4.7	-	-	-
Retail Trade	-	-	-	4	20,625	4.1	-	-	-
Finance	1	229	0.0	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	350	3.6	-	-	-
Education, Related Services ..	10	5,077	4.6	6	3,047	4.8	1	234	-
Health, Welfare Services	-	-	-	1	235	3.0	-	-	-
Recreational Services	-	-	-	-	-	-	2	540	-
Management Services	-	-	-	1	4,500	4.4	1	500	-
Personal Services	1	240	3.2	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	4	2,571	5.4	6	15,092	-
Provincial Administration	1	15,137	6.2	1	5,173	7.5	-	-	-
Local Administration	1	442	5.8	2	507	4.7	-	-	-
Construction	-	-	-	13	10,227	4.9	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	1	1,353	3.5	3	1,276	2.9	13	8,351	2.7
Industries, excluding construction	1	1,353	3.5	3	1,276	2.9	13	8,351	2.7
Manufacturing	-	-	-	1	260	1.1	12	8,117	2.7
Food, Beverages	-	-	-	-	-	-	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Chemical, Plastics	-	-	-	-	-	-	2	1,884	1.9
Textiles	-	-	-	-	-	-	-	-	-
Printing Mills	-	-	-	-	-	-	-	-	-
Engineering	-	-	-	-	-	-	1	1,200	6.0
Electrical	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	260	1.1	-	-	-
Refined Metals	-	-	-	-	-	-	3	1,982	2.7
Mineral Products	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-	5	2,494	1.8
Chemical Products	-	-	-	-	-	-	1	557	2.2
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	1	1,353	3.5	2	1,016	3.3	1	234	3.5
Industry	-	-	-	-	-	-	-	-	-
Quarrying	-	-	-	1	600	3.1	-	-	-
Transportation	-	-	-	-	-	-	-	-	-
Trucking	-	-	-	-	-	-	-	-	-
Communication	1	1,353	3.5	1	416	3.8	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	-	-	-	1	234	3.5
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
General Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Municipal Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Third Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	14	21,125	5.7	44	51,583	4.8	12	16,883	4.8
All industries, excluding construction	14	21,125	5.7	31	41,356	4.8	12	16,883	4.8
Manufacturing	-	-	-	8	3,128	5.2	3	751	5.2
Food, Beverages	-	-	-	1	270	4.7	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	235	4.0	-	-	-
Textiles	-	-	-	1	395	5.2	-	-	-
Knitting Mills	-	-	-	1	311	3.9	-	-	-
Clothing	-	-	-	1	400	4.1	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	1	217	5.5	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	1	231	-
Primary Metals	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	1	500	7.0	2	520	-
Electrical Products	-	-	-	-	-	-	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	1	800	5.7	-	-	-
Non-manufacturing, excluding construction	14	21,125	5.7	23	38,228	4.8	9	16,132	4.8
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	1	590	4.5	-	-	-
Transportation	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	1	270	3.9	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	360	4.7	-	-	-
Retail Trade	-	-	-	4	20,625	4.1	-	-	-
Finance	1	229	0.0	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	350	3.6	-	-	-
Education, Related Services ..	10	5,077	4.6	6	3,047	4.8	-	-	-
Health, Welfare Services	-	-	-	1	235	3.0	-	-	-
Recreational Services	-	-	-	-	-	-	2	540	-
Management Services	-	-	-	1	4,500	4.4	1	500	-
Personal Services	1	240	3.2	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	4	2,571	5.4	6	15,092	-
Provincial Administration	1	15,137	6.2	1	5,173	7.5	-	-	-
Local Administration	1	442	5.8	2	507	4.7	-	-	-
Construction	-	-	-	13	10,227	4.9	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries						
Total	87	100,571	17	10,980	70	89,591
No increase	2	453	1	224	1	229
Decrease	-	-	-	-	-	-
Increase	85	100,118	16	10,756	69	89,362
Under 2.0 percent	6	2,388	6	2,388	-	-
2.0 - 2.9 percent	6	14,888	4	3,265	2	11,623
3.0 - 3.9 percent	23	26,943	5	3,903	18	23,040
4.0 - 4.9 percent	26	19,013	-	-	26	19,013
5.0 - 5.9 percent	12	4,607	-	-	12	4,607
6.0 - 6.9 percent	7	25,039	1	1,200	6	23,839
7.0 - 7.9 percent	4	6,773	-	-	4	6,773
8.0 percent and over	1	467	-	-	1	467
Manufacturing						
Total	24	12,256	13	8,377	11	3,879
No increase	1	224	1	224	-	-
Decrease	-	-	-	-	-	-
Increase	23	12,032	12	8,153	11	3,879
Under 2.0 percent	6	2,388	6	2,388	-	-
2.0 - 2.9 percent	4	3,265	4	3,265	-	-
3.0 - 3.9 percent	2	1,611	1	1,300	1	311
4.0 - 4.9 percent	5	1,356	-	-	5	1,356
5.0 - 5.9 percent	4	1,712	-	-	4	1,712
6.0 - 6.9 percent	1	1,200	1	1,200	-	-
7.0 - 7.9 percent	1	500	-	-	1	500
8.0 percent and over	-	-	-	-	-	-
Non-manufacturing, including construction						
Total	63	88,315	4	2,603	59	85,712
No increase	1	229	-	-	1	229
Decrease	-	-	-	-	-	-
Increase	62	88,086	4	2,603	58	85,483
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	2	11,623	-	-	2	11,623
3.0 - 3.9 percent	21	25,332	4	2,603	17	22,729
4.0 - 4.9 percent	21	17,657	-	-	21	17,657
5.0 - 5.9 percent	8	2,895	-	-	8	2,895
6.0 - 6.9 percent	6	23,839	-	-	6	23,839
7.0 - 7.9 percent	3	6,273	-	-	3	6,273
8.0 percent and over	1	467	-	-	1	467
Non-manufacturing, excluding construction						
Total	50	78,088	4	2,603	46	75,485
No increase	1	229	-	-	1	229
Decrease	-	-	-	-	-	-
Increase	49	77,859	4	2,603	45	75,256
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	2	11,623	-	-	2	11,623

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Third Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	18	23,705	4	2,603	14	21,102
4.0 - 4.9 percent	16	12,057	-	-	16	12,057
5.0 - 5.9 percent	7	2,695	-	-	7	2,695
6.0 - 6.9 percent	4	22,139	-	-	4	22,139
7.0 - 7.9 percent	1	5,173	-	-	1	5,173
8.0 percent and over	1	467	-	-	1	467
Construction						
Total	13	10,227	-	-	13	10,227
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	13	10,227	-	-	13	10,227
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	3	1,627	-	-	3	1,627
4.0 - 4.9 percent	5	5,600	-	-	5	5,600
5.0 - 5.9 percent	1	200	-	-	1	200
6.0 - 6.9 percent	2	1,700	-	-	2	1,700
7.0 - 7.9 percent	2	1,100	-	-	2	1,100
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	49	50,416	15	9,393	34	41,023
No increase	2	453	1	224	1	229
Decrease	-	-	-	-	-	-
Increase	47	49,963	14	9,169	33	40,794
Under 2.0 percent	6	2,388	6	2,388	-	-
2.0 - 2.9 percent	6	14,888	4	3,265	2	11,623
3.0 - 3.9 percent	8	6,890	3	2,316	5	4,574
4.0 - 4.9 percent	14	12,706	-	-	14	12,706
5.0 - 5.9 percent	6	2,152	-	-	6	2,152
6.0 - 6.9 percent	4	9,339	1	1,200	3	8,139
7.0 - 7.9 percent	3	1,600	-	-	3	1,600
8.0 percent and over	-	-	-	-	-	-
Public sector						
Total	38	50,155	2	1,587	36	48,568
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	38	50,155	2	1,587	36	48,568
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	15	20,053	2	1,587	13	18,466
4.0 - 4.9 percent	12	6,307	-	-	12	6,307
5.0 - 5.9 percent	6	2,455	-	-	6	2,455
6.0 - 6.9 percent	3	15,700	-	-	3	15,700
7.0 - 7.9 percent	1	5,173	-	-	1	5,173
8.0 percent and over	1	467	-	-	1	467

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Third Quarter 1985 - Third Quarter 1986

Year and Type of Agreement	Agreements	Employees	Percent Increase
Third Quarter 1985			
All agreements	120	113,518	4.4
Agreements with cost-of-living clause	12	28,320	3.1
Agreements without cost-of-living clause	108	85,198	4.9
All private sector agreements	54	34,061	2.9
Private sector agreements with cost-of-living clause	9	11,104	1.3
Private sector agreements without cost-of-living clause ..	45	22,957	3.7
All public sector agreements	66	79,457	5.1
Public sector agreements with cost-of-living clause	3	17,216	4.2
Public sector agreements without cost-of-living clause ...	63	62,241	5.3
Fourth Quarter 1985			
All agreements	193	140,081	4.8
Agreements with cost-of-living clause	20	21,919	4.0
Agreements without cost-of-living clause	173	118,162	4.9
All private sector agreements	45	27,522	3.1
Private sector agreements with cost-of-living clause	14	13,893	2.3
Private sector agreements without cost-of-living clause ..	31	13,629	3.9
All public sector agreements	148	112,559	5.2
Public sector agreements with cost-of-living clause	6	8,026	6.9
Public sector agreements without cost-of-living clause ...	142	104,533	5.0
First Quarter 1986			
All agreements	117	96,095	4.1
Agreements with cost-of-living clause	17	18,863	1.6
Agreements without cost-of-living clause	100	77,232	4.8
All private sector agreements	49	36,805	3.0
Private sector agreements with cost-of-living clause	17	18,863	1.6
Private sector agreements without cost-of-living clause ..	32	17,942	4.5
All public sector agreements	68	59,290	4.8
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	68	59,290	4.8
Second Quarter 1986			
All agreements	179	238,648	4.3
Agreements with cost-of-living clause	29	19,915	3.2
Agreements without cost-of-living clause	150	218,733	4.4
All private sector agreements	85	102,419	4.3
Private sector agreements with cost-of-living clause	23	8,942	2.6
Private sector agreements without cost-of-living clause ..	62	93,477	4.4
All public sector agreements	94	136,229	4.2
Public sector agreements with cost-of-living clause	6	10,973	3.6
Public sector agreements without cost-of-living clause ...	88	125,256	4.3
Third Quarter 1986			
All agreements	87	100,571	4.6
Agreements with cost-of-living clause	17	10,980	2.8
Agreements without cost-of-living clause	70	89,591	4.8
All private sector agreements	49	50,416	4.1
Private sector agreements with cost-of-living clause	15	9,393	2.7
Private sector agreements without cost-of-living clause ..	34	41,023	4.5
All public sector agreements	38	50,155	5.1
Public sector agreements with cost-of-living clause	2	1,587	3.5
Public sector agreements without cost-of-living clause ...	36	48,568	5.1

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	87	100.0	100,571	100.0
Settlements establishing or improving one or more benefits	79	90.8	77,425	77.0
Paid holidays	17	19.5	11,716	11.6
Paid vacations	39	44.8	35,017	34.8
Other paid leaves	17	19.5	7,964	7.9
Hospital and medical	48	55.2	39,608	39.4
Dental	37	42.5	32,929	32.7
Sickness and accident	12	13.8	6,339	6.3
Long term disability	9	10.3	4,280	4.3
Life insurance	18	20.7	9,424	9.4
Pensions	34	39.1	38,912	38.7
Other benefits	37	42.5	40,467	40.2
Settlements not changing any benefits	8	9.2	23,146	23.0

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Total	87	100,571	49	50,416	38	50,155
1-3 months	33	40,503	19	19,238	14	21,266
4-6 months	37	30,588	24	24,899	13	5,688
7-9 months	6	11,053	4	5,462	2	5,599
10-12 months	5	4,443	2	817	3	3,622
13 months and over	6	13,984	-	-	6	13,988

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Third Quarter 1986

Stage of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	87	100,571	49	50,416	38	50,155
Direct bargaining	34	43,539	9	6,980	25	36,559
Conciliation	15	11,009	8	3,691	7	7,318
Post-conciliation bargaining ..	6	6,779	5	3,935	1	2,844
Mediation	13	26,913	12	25,387	1	1,526
Post-mediation bargaining	4	1,488	1	400	3	1,088
Arbitration	-	-	-	-	-	-
Work Stoppage	13	9,794	13	9,794	-	-
Other	2	1,049	1	229	1	820

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1986

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

May 1987

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1986. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
May 1987

Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1986

During the fourth quarter of 1986, settlements were negotiated in 209 collective agreements covering 200 or more Ontario employees. A total of 107,164 employees were affected by these settlements, concentrated in retail trade, education, and health and welfare services.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 3.9 percent annually over the term of the agreements, down from 4.6 percent for settlements in the third quarter. (See Chart 1 and Tables 1 and 6).

Of the 107,164 employees covered by settlements in the fourth quarter, 94,071 received first-year increases or increases under one-year agreements averaging 4.3 percent; 84,132 won second-year increases averaging 3.9 percent; and 11,303 gained third-year increases averaging 3.0 percent. Settlements for 2,738 employees made no changes in wages over the term of the agreements; 12,365 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 2.6 percent a year.

The predominant increases provided in the fourth quarter settlements averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 58 percent of the employees covered by 69 percent of the agreements. Twenty-seven percent of the employees received increases averaging less than 3 percent a year under 34 agreements; and 12 percent of the employees received increases averaging more than 5 percent a year under 25 agreements. (See Table 5).

Manufacturing. The fourth quarter settlements covered 16,662 employees under 39 agreements in manufacturing industries. Wage increases in these settlements averaged 3.5 percent a year both over the term of the agreements and in the first year, compared to 3.5 percent and 3.9 percent respectively in the third quarter of 1986. Thirty-seven percent of the employees covered by 23 percent of the agreements received increases of less than 3 percent a year over the term of the agreements; 56 percent received increases averaging 3.0-5.9 percent a year under 26 agreements; and 5 percent covered by 3 agreements won increases averaging over 6 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries excluding construction covered 88,802 employees under 169 agreements. They provided increases averaging 4.0 percent a year both over the term of the agreements and in the first year. Seventy-three percent of the employees covered by 88 percent of the agreements received increases averaging 3.0-5.9 percent a year over the term of the agreement; 17 percent received increases of less than 3 percent a year under 10 agreements; and 7 percent won increases averaging more than 6 percent a year under 7 agreements. One settlement in the construction industry, covering 1,700 employees, provided an average annual increase of 3.8 percent. (See Tables 1, 5 and 6).

Private sector. The fourth quarter settlements included 53 agreements covering 33,075 employees in private industry. These settlements provided increases averaging 2.7 percent a year over the term of the agreements, down from 4.1 percent in the third quarter, and 2.6 percent in the first year. Forty-five percent of the employees covered by 57 percent of the agreements received increases averaging 2.0-4.9 percent a year over the term of the agreement; 36 percent received increases of less than 2 percent a year under 7 agreements;

and 11 percent won increases averaging more than 5 percent a year under 11 agreements.

Public Sector. Settlements in 156 agreements covered 74,089 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.4 percent a year over the term of the agreements, up from 5.1 percent in the third quarter of 1986, and 4.5 percent in the first year. Seventy-seven percent of the employees covered by 85 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 10 percent covered by 10 agreements received less than 4 percent, and 13 percent covered by 14 agreements received more than 5 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 10,542 employees under 18 agreements, of which 17 continued from the previous agreements and one was a new provision. Fifteen of the agreements covered 8,493 employees in manufacturing industries and 2 covered the remaining employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.4 percent a year over the term of the agreements, down from 2.8 percent in the third quarter. Eleven of the 18 agreements provided increases of less than 2.9 percent a year over the term of the agreements, 6 agreements provided increases between 3.0 and 4.9 percent, and the remaining agreement provided between 5.0 and 5.9 percent. Private sector agreements with COLA provided increases averaging 2.7 percent per year, and in the one public sector agreement, 4.4 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Seven agreements provide adjustments at the rate of 1 cent an hour for each 0.3 rise in the 1971=100 CPI, covering 5,560 employees. Three other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.33 to 0.45 point rise in the CPI. Using the 1981=100 CPI, 2 agreements provide 1 cent for each 0.11 point rise, and 2 agreements provide 1 cent for each 0.35 point rise.

The formulas will be applied quarterly in 14 agreements covering 8,107 employees; semi-annually, annually or monthly in 3 agreements covering 2,205 employees; and once during the term of one agreement covering 230 employees.

Settlements in the 191 agreements without COLA clauses provided increases averaging 4.1 percent a year over the term of the agreements, down from 4.8 percent in the third quarter. Sixty-three percent of the 96,622 employees covered received increases under 74 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 20,371 employees received increases of less than 3.9 percent a year under 23 agreements; 2,738 received no increase under 5 agreements; and 13,022 gained increases averaging more than 5 percent a year under 24 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 196 agreements covering 107,164 employees. Paid vacations, hospital and medical care, and dental care were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical insurance in 88 agreements covering 53,014 employees, and

mostly updating of benefit fee schedules in dental care plans in 67 agreements covering 44,200 employees.

The most prevalent changes in paid vacations, made in 123 agreements covering 48,945 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The fourth quarter settlements were reached in an average of 9 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 5 months in the third quarter of 1986. Sixteen percent of the settlements covering 17 percent of the employees were concluded in 1-3 months, and 19 percent covering 30 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 49 percent of the agreements covering 39 percent of the employees, and more than a year in 32 agreements covering 15 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 4 months to complete, compared with an average of 10 months for the public sector settlements. Ninety-one percent of the private sector settlements covering 91 percent of the employees involved were reached in 6 months or less, compared with 16 percent of the public sector settlements covering 27 percent of the employees. Fifty-four percent of the public sector settlements covering 42 percent of the employees were reached after 10-12 months of negotiations.

Settlements were reached by the parties without outside assistance in 18 percent of the agreements covering 19 percent of the employees. Government assistance was needed in the remaining negotiations, including 8 agreements covering 5,821 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1984 to Fourth Quarter 1986

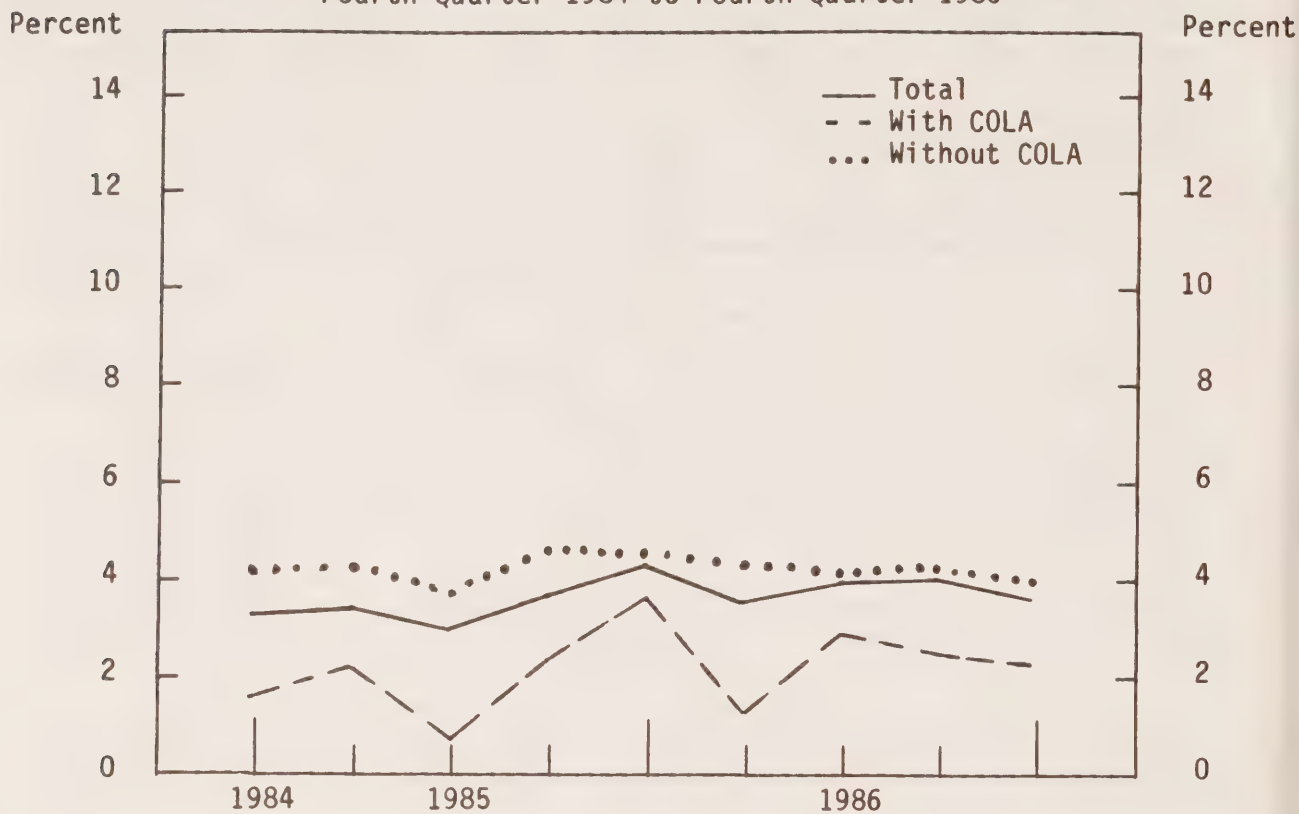


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1984 to Fourth Quarter 1986

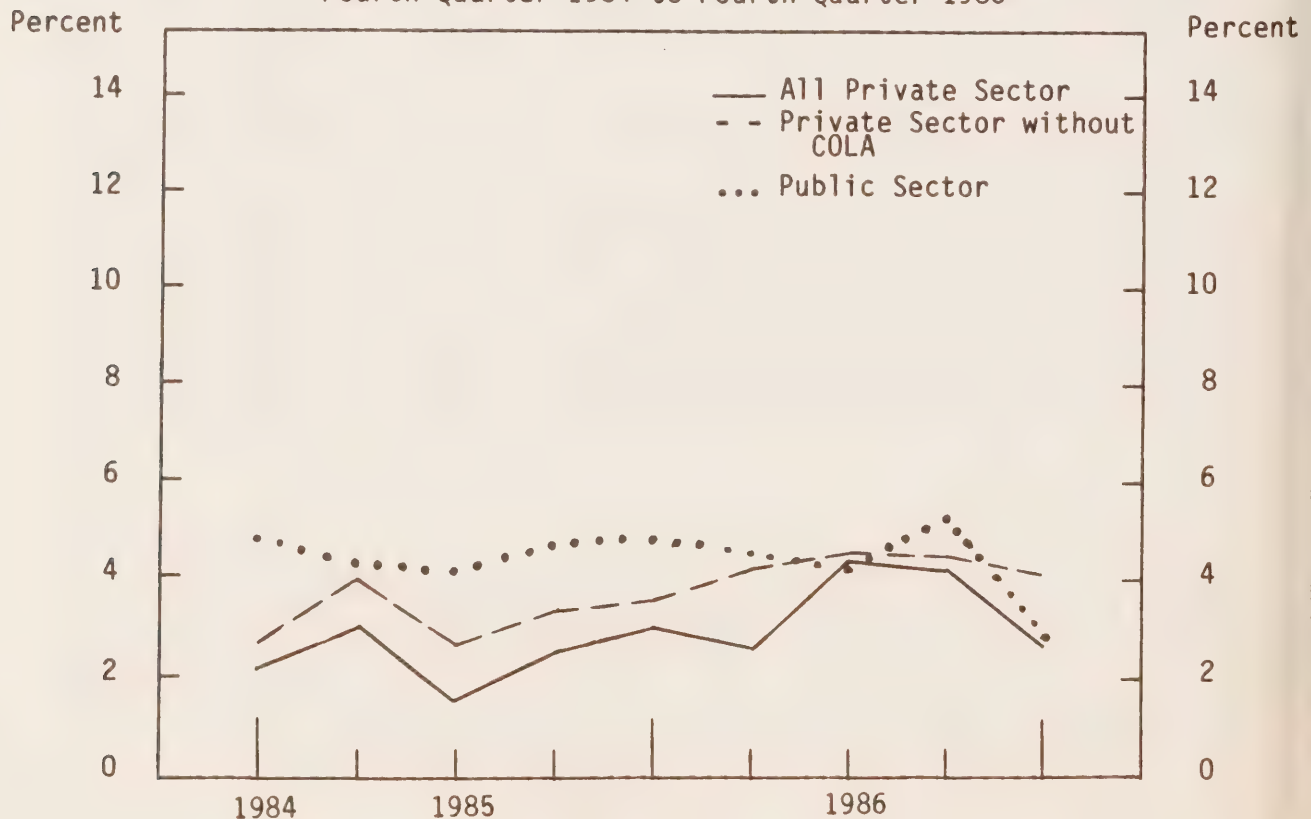


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Fourth Quarter 1986

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	209	107,164	3.9	18	10,542	2.4	191	96,622	4.1
Industries, excluding construction	208	105,464	3.9	18	10,542	2.4	190	94,922	4.1
Manufacturing	39	16,662	3.5	15	8,493	2.6	24	8,169	4.5
Food, Beverages	5	2,135	4.2	-	-	-	5	2,135	4.2
Tobacco	-	-	-	-	-	-	-	-	-
Textile, Plastics	2	643	3.7	2	643	3.7	-	-	-
Chemical	3	1,200	3.4	-	-	-	3	1,200	3.4
Automobiles	3	1,465	3.0	1	815	1.2	2	650	5.1
Printing Mills	-	-	-	-	-	-	-	-	-
Printing	1	200	4.1	-	-	-	1	200	4.1
Electrical	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	3	931	6.5	-	-	-	3	931	6.5
Leather	1	259	0.3	1	259	0.3	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	1	270	5.0	1	270	5.0	-	-	-
Refined Metals	2	636	2.6	2	636	2.6	-	-	-
Chemical	2	750	2.2	2	750	2.2	-	-	-
Transportation Equipment	5	4,648	2.6	3	3,855	2.3	2	793	4.1
Electrical Products	8	2,755	4.8	3	1,265	4.1	5	1,490	5.4
Non-metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	2	524	1.7	-	-	-	2	524	1.7
Miscellaneous Mfg.	1	246	6.0	-	-	-	1	246	6.0
Non-manufacturing, excluding construction	169	88,802	4.0	3	2,049	1.6	166	86,753	4.0
Industry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	319	2.2	1	319	2.2	-	-	-
Transportation	3	1,637	3.3	-	-	-	3	1,637	3.3
Page	1	1,500	1.0	1	1,500	1.0	-	-	-
Communication	3	3,200	2.4	-	-	-	3	3,200	2.4
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	9	12,058	1.1	-	-	-	9	12,058	1.1
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	40	27,090	4.8	1	230	4.4	39	26,860	4.8
Health, Welfare Services	104	39,144	4.4	-	-	-	104	39,144	4.4
Occupational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	2	800	8.3	-	-	-	2	800	8.3
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	2	1,614	3.5	-	-	-	2	1,614	3.5
Provincial Administration	1	387	4.0	-	-	-	1	387	4.0
Federal Administration	3	1,053	5.3	-	-	-	3	1,053	5.3
Construction	1	1,700	3.8	-	-	-	1	1,700	3.8

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	30	18,008	5.0	158	75,494	3.9	21	13,662	2.8
All industries, excluding construction	30	18,008	5.0	157	73,794	3.9	21	13,662	2.8
Manufacturing	2	564	3.5	22	7,855	4.3	15	8,243	2.8
Food, Beverages	-	-	-	5	2,135	4.2	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	2	643	3.0
Leather	-	-	-	3	1,200	3.4	-	-	-
Textiles	-	-	-	2	650	5.1	1	815	1.0
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	1	200	4.0
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	2	551	5.4	1	380	8.0
Paper	-	-	-	-	-	-	1	259	0.0
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	270	5.0
Fabricated Metals	-	-	-	-	-	-	2	636	2.0
Machinery	-	-	-	-	-	-	2	750	2.0
Transportation Equipment	-	-	-	3	1,208	3.8	2	3,440	2.0
Electrical Products	1	240	8.2	5	1,665	4.6	2	850	4.0
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	324	0.0	1	200	4.3	-	-	-
Miscellaneous Mfg.	-	-	-	1	246	6.0	-	-	-
Non-manufacturing, excluding construction	28	17,444	5.0	135	65,939	3.8	6	5,419	2.8
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	319	2.0
Transportation	-	-	-	3	1,637	3.3	-	-	-
Storage	-	-	-	-	-	-	1	1,500	1.0
Communication	-	-	-	-	-	-	3	3,200	2.0
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	9	12,058	1.1	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	23	15,830	5.0	17	11,260	4.6	-	-	-
Health, Welfare Services	2	524	4.4	102	38,620	4.4	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	1	400	11.9	1	400	4.0
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	2	1,614	3.5	-	-	-
Provincial Administration	1	387	4.0	-	-	-	-	-	-
Local Administration	2	703	5.7	1	350	4.6	-	-	-
Construction	-	-	-	1	1,700	3.8	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	1	230	4.4	3	1,430	4.3	14	8,882	2.0
Industries, excluding construction	1	230	4.4	3	1,430	4.3	14	8,882	2.0
Manufacturing	-	-	-	3	1,430	4.3	12	7,063	2.2
Food, Beverages	-	-	-	-	-	-	-	-	-
Textile, Apparel	-	-	-	-	-	-	-	-	-
Chemical, Plastics	-	-	-	-	-	-	2	643	3.7
Other	-	-	-	-	-	-	-	-	-
Printing	-	-	-	-	-	-	1	815	1.2
Food Processing Mills	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	1	259	0.3
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	270	5.0
Aluminum	-	-	-	-	-	-	2	636	2.6
Other	-	-	-	-	-	-	2	750	2.2
Transportation Equipment	-	-	-	1	415	3.2	2	3,440	2.1
Electrical Products	-	-	-	2	1,015	4.7	1	250	1.3
Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	1	230	4.4	-	-	-	2	1,819	1.2
Industry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	319	2.2
Transportation	-	-	-	-	-	-	-	-	-
Storage	-	-	-	-	-	-	1	1,500	1.0
Communication	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	1	230	4.4	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Municipal Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Fourth Quarter 1986

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreement		
	Agree-ments	Employ-ees	Percent Increase	Agree-ments	Employ-ees	Percent Increase	Agree-ments	Employ-ees	Percent Increase
All industries, including construction	29	17,778	5.0	155	74,064	3.9	7	4,780	3.9
All industries, excluding construction	29	17,778	5.0	154	72,364	3.9	7	4,780	3.9
Manufacturing	2	564	3.5	19	6,425	4.3	3	1,180	6.0
Food, Beverages	-	-	-	5	2,135	4.2	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	3	1,200	3.4	-	-	-
Textiles	-	-	-	2	650	5.1	-	-	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	-	-	-	1	200	4.0
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	2	551	5.4	1	380	8.0
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	2	793	4.1	-	-	-
Electrical Products	1	240	8.2	3	650	4.4	1	600	5.0
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	324	0.0	1	200	4.3	-	-	-
Miscellaneous Mfg.	-	-	-	1	246	6.0	-	-	-
Non-manufacturing, excluding construction	27	17,214	5.0	135	65,939	3.8	4	3,600	2.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	3	1,637	3.3	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	3	3,200	2.0
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	9	12,058	1.1	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	22	15,600	5.1	17	11,260	4.6	-	-	-
Health, Welfare Services	2	524	4.4	102	38,620	4.4	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	1	400	11.9	1	400	4.0
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	2	1,614	3.5	-	-	-
Provincial Administration	1	387	4.0	-	-	-	-	-	-
Local Administration	2	703	5.7	1	350	4.6	-	-	-
Construction	-	-	-	1	1,700	3.8	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries						
Total	209	107,164	18	10,542	191	96,622
to increase	5	2,738	-	-	5	2,738
Decrease	-	-	-	-	-	-
to increase	204	104,426	18	10,542	186	93,884
Under 2.0 percent	9	12,929	4	2,824	5	10,105
2.0 - 2.9 percent	10	8,241	7	5,216	3	3,025
3.0 - 3.9 percent	15	7,906	2	665	13	7,241
4.0 - 4.9 percent	145	62,058	4	1,567	141	60,491
5.0 - 5.9 percent	15	6,211	1	270	14	5,941
6.0 - 6.9 percent	5	5,528	-	-	5	5,528
7.0 - 7.9 percent	1	208	-	-	1	208
8.0 percent and over	4	1,345	-	-	4	1,345
Manufacturing						
Total	39	16,662	15	8,493	24	8,169
to increase	1	324	-	-	1	324
Decrease	-	-	-	-	-	-
to increase	38	16,338	15	8,493	23	7,845
Under 2.0 percent	3	1,324	3	1,324	-	-
2.0 - 2.9 percent	6	4,897	6	4,897	-	-
3.0 - 3.9 percent	8	2,680	2	665	6	2,015
4.0 - 4.9 percent	11	4,325	3	1,337	8	2,988
5.0 - 5.9 percent	7	2,246	1	270	6	1,976
6.0 - 6.9 percent	1	246	-	-	1	246
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	2	620	-	-	2	620
Non-manufacturing, including construction						
Total	170	90,502	3	2,049	167	88,453
to increase	4	2,414	-	-	4	2,414
Decrease	-	-	-	-	-	-
to increase	166	88,088	3	2,049	163	86,039
Under 2.0 percent	6	11,605	1	1,500	5	10,105
2.0 - 2.9 percent	4	3,344	1	319	3	3,025
3.0 - 3.9 percent	7	5,226	-	-	7	5,226
4.0 - 4.9 percent	134	57,733	1	230	133	57,503
5.0 - 5.9 percent	8	3,965	-	-	8	3,965
6.0 - 6.9 percent	4	5,282	-	-	4	5,282
7.0 - 7.9 percent	1	208	-	-	1	208
8.0 percent and over	2	725	-	-	2	725
Non-manufacturing, excluding construction						
Total	169	88,802	3	2,049	166	86,753
to increase	4	2,414	-	-	4	2,414
Decrease	-	-	-	-	-	-
to increase	165	86,388	3	2,049	162	84,339
Under 2.0 percent	6	11,605	1	1,500	5	10,105
2.0 - 2.9 percent	4	3,344	1	319	3	3,025

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Fourth Quarter 1986

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	6	3,526	-	-	6	3,526
4.0 - 4.9 percent	134	57,733	1	230	133	57,503
5.0 - 5.9 percent	8	3,965	-	-	8	3,965
6.0 - 6.9 percent	4	5,282	-	-	4	5,282
7.0 - 7.9 percent	1	208	-	-	1	208
8.0 percent and over	2	725	-	-	2	725
Construction						
Total	1	1,700	-	-	1	1,700
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	1	1,700	-	-	1	1,700
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	1	1,700	-	-	1	1,700
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	53	33,075	17	10,312	36	22,763
No increase	5	2,738	-	-	5	2,738
Decrease	-	-	-	-	-	-
Increase	48	30,337	17	10,312	31	20,025
Under 2.0 percent	7	11,924	4	2,824	3	9,100
2.0 - 2.9 percent	7	5,216	7	5,216	-	-
3.0 - 3.9 percent	10	4,621	2	665	8	3,956
4.0 - 4.9 percent	13	5,064	3	1,337	10	3,727
5.0 - 5.9 percent	7	2,246	1	270	6	1,976
6.0 - 6.9 percent	1	246	-	-	1	246
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	3	1,020	-	-	3	1,020
Public sector						
Total	156	74,089	1	230	155	73,859
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	155	73,702	1	230	154	73,472
Under 2.0 percent	2	1,005	-	-	2	1,005
2.0 - 2.9 percent	3	3,025	-	-	3	3,025
3.0 - 3.9 percent	5	3,285	-	-	5	3,285
4.0 - 4.9 percent	132	56,994	1	230	131	56,764
5.0 - 5.9 percent	8	3,965	-	-	8	3,965
6.0 - 6.9 percent	4	5,282	-	-	4	5,282
7.0 - 7.9 percent	1	208	-	-	1	208
8.0 percent and over	1	325	-	-	1	325

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Fourth Quarter 1985 - Fourth Quarter 1986

Year and Type of Agreement	Agreements	Employees	Percent Increase
Fourth Quarter 1985			
All agreements	193	140,081	4.8
Agreements with cost-of-living clause	20	21,919	4.0
Agreements without cost-of-living clause	173	118,162	4.9
All private sector agreements	45	27,522	3.1
Private sector agreements with cost-of-living clause	14	13,893	2.3
Private sector agreements without cost-of-living clause ..	31	13,629	3.9
All public sector agreements	148	112,559	5.2
Public sector agreements with cost-of-living clause	6	8,026	6.9
Public sector agreements without cost-of-living clause ...	142	104,533	5.0
First Quarter 1986			
All agreements	117	96,095	4.1
Agreements with cost-of-living clause	17	18,863	1.6
Agreements without cost-of-living clause	100	77,232	4.8
All private sector agreements	49	36,805	3.0
Private sector agreements with cost-of-living clause	17	18,863	1.6
Private sector agreements without cost-of-living clause ..	32	17,942	4.5
All public sector agreements	68	59,290	4.8
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	68	59,290	4.8
Second Quarter 1986			
All agreements	179	238,648	4.3
Agreements with cost-of-living clause	29	19,915	3.2
Agreements without cost-of-living clause	150	218,733	4.4
All private sector agreements	85	102,419	4.3
Private sector agreements with cost-of-living clause	23	8,942	2.6
Private sector agreements without cost-of-living clause ..	62	93,477	4.4
All public sector agreements	94	136,229	4.2
Public sector agreements with cost-of-living clause	6	10,973	3.6
Public sector agreements without cost-of-living clause ...	88	125,256	4.3
Third Quarter 1986			
All agreements	87	100,571	4.6
Agreements with cost-of-living clause	17	10,980	2.8
Agreements without cost-of-living clause	70	89,591	4.8
All private sector agreements	49	50,416	4.1
Private sector agreements with cost-of-living clause	15	9,393	2.7
Private sector agreements without cost-of-living clause ..	34	41,023	4.5
All public sector agreements	38	50,155	5.1
Public sector agreements with cost-of-living clause	2	1,587	3.5
Public sector agreements without cost-of-living clause ...	36	48,568	5.1
Fourth Quarter 1986			
All agreements	209	107,164	3.9
Agreements with cost-of-living clause	18	10,542	2.4
Agreements without cost-of-living clause	191	96,622	4.1
All private sector agreements	53	33,075	2.7
Private sector agreements with cost-of-living clause	17	10,312	2.3
Private sector agreements without cost-of-living clause ..	36	22,763	2.8
All public sector agreements	156	74,089	4.4
Public sector agreements with cost-of-living clause	1	230	4.4
Public sector agreements without cost-of-living clause ...	155	73,859	4.4

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	209	100.0	107,164	100.0
Settlements establishing or improving one or more benefits	196	93.8	101,529	94.7
Paid holidays	5	2.4	1,902	1.8
Paid vacations	123	58.9	48,945	45.7
Other paid leaves	60	28.7	30,937	28.9
Hospital and medical	88	42.1	53,014	49.5
Dental	67	32.1	44,200	41.2
Sickness and accident	19	9.1	12,253	11.4
Long term disability	10	4.8	9,258	8.6
Life insurance	34	16.3	17,958	16.8
Pensions	22	10.5	13,224	12.3
Other benefits	88	42.1	53,014	49.5
Settlements not changing any benefits	13	6.2	5,635	5.3

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Total	209	107,164	54	33,462	155	73,702
1-3 months	34	18,172	27	13,894	7	4,278
4-6 months	40	31,689	22	16,396	18	15,293
7-9 months	18	9,951	2	885	16	9,066
10-12 months	85	31,670	2	787	83	30,883
13 months and over	32	15,682	1	1,500	31	14,182

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

State of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	209	107,164	54	33,462	155	73,702
Direct bargaining	37	20,426	10	4,542	27	15,884
Conciliation	25	19,338	13	10,791	12	8,547
Post-conciliation bargaining ..	12	10,480	10	9,670	2	810
Mediation	20	6,676	14	4,775	6	1,901
Post-mediation bargaining	3	2,654	1	463	2	2,191
Arbitration	101	40,884	-	-	101	40,884
Work Stoppage	8	5,821	6	3,221	2	2,600
Other	3	885	-	-	3	885

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Fourth Quarter 1986

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	209	107,164	34	18,172	40	31,689	18	9,951	85	31,670	32	15,682
Direct bargaining	37	20,426	13	6,792	9	6,206	11	5,991	4	1,437	-	-
Conciliation	25	19,338	7	3,265	15	13,961	-	-	2	1,314	1	798
Post-conciliation bargaining	12	10,480	4	4,605	5	4,665	-	-	2	962	1	248
Mediation	20	6,676	7	2,674	8	2,427	1	229	2	610	2	736
Post-mediation bargaining.....	3	2,654	-	-	1	463	2	2,191	-	-	-	-
Arbitration	101	40,884	-	-	2	3,967	-	-	74	27,117	25	9,800
Work stoppage	8	5,821	3	836	-	-	2	885	-	-	3	4,100
Other	3	885	-	-	-	-	2	655	1	230	-	-

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1987

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

July 1987

Hon. William Wrye
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
July, 1987

Wage Developments in Collective Bargaining Settlements in Ontario First Quarter 1987

During the first quarter of 1987, settlements were negotiated in 103 collective agreements covering 200 or more Ontario employees. A total of 76,586 employees were affected by these settlements, concentrated in electric power, gas and water utilities, and education services.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 4.3 percent annually over the term of the agreements, up from 3.9 percent for settlements in the fourth quarter of 1986. (See Chart 1 and Tables 1 and 6).

Of the 76,586 employees covered by settlements in the first quarter, 74,289 received first-year increases or increases under one-year agreements averaging 4.7 percent; 65,940 won second-year increases averaging 4.2 percent; and 26,896 gained third-year increases averaging 4.0 percent. Settlements for 690 employees made no changes in wages over the term of the agreements; 5,669 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 1.6 percent a year.

The predominant increases provided in the first quarter settlement averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 51 percent of the employees covered by 43 percent of the agreements. Sixteen percent of the employees received increases averaging less than 3 percent a year under 24 agreements, 24 percent of the employees received increases averaging 5.0-5.9 percent a year under 24 agreements, and 5 percent of the employees received increases averaging more than 6 percent a year under 9 agreements. (See Table 5).

Manufacturing. The first quarter settlements covered 14,499 employees under 32 agreements in manufacturing industries. Wage increases in these settlements averaged 3.4 percent a year both over the term of the agreements and in the year, compared to 3.5 percent in the fourth quarter of 1986. Twenty-six percent of the employees covered by 16 percent of the agreements received increases of less than 2 percent a year over the term of the agreements; 54 percent received increases averaging 2.0-4.9 percent a year under 21 agreements; and 16 percent covered by 4 agreements won increases averaging 5.0-5.9 percent a year. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries covered 62,087 employees under 71 agreements. They provided increases averaging 4.6 percent a year over the term of the agreements and 4.8 percent in the first year. Eighty-seven percent of the employees covered by 76 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 7 percent received increases of less than 4 percent a year under 8 agreements; and 5 percent won increases averaging more than 6 percent a year under 7 agreements. (See Tables 1, 5 and 6).

Private sector. The first quarter settlements included 41 agreements covering 21,065 employees in private industry. These settlements provided increases averaging 3.7 percent a year over the term of the agreements, up from 2.7 percent in the fourth quarter of 1986, and 4.3 percent in the first year. Thirty-eight percent of the employees covered by 32 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreement; 44 percent received increases of less than 4 percent a year under 19 agreements; and 16 percent won increases averaging more than 5 percent a year under 8 agreements.

Public Sector. Settlements in 62 agreements covered 55,521 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.6 percent a year over the term of the agreements, up from 4.4 percent in the fourth quarter of 1986, and 4.8 percent in the first year. Fifty-six percent of the employees covered by 50 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 6 percent covered by 5 agreements received less than 4 percent, 33 percent covered by 31 percent of the agreements received increases averaging 5.0-5.9 percent, and 5 percent covered by 6 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 25,168 employees under 19 agreements, of which 18 were continued from the previous agreements and one was a new provision. Fourteen of the agreements covered 6,998 employees in manufacturing industries and 5 covered the remaining 18,170 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 3.5 percent a year over the term of the agreements, up from 2.4 percent in the fourth quarter of 1986. Thirteen of the 19 agreements provided increases of less than 3.9 percent a year over the term of the agreements, 4 agreements provided increases between 4.0 and 4.9 percent, and the remaining 2 agreements provided between 5.0 and 5.9 percent. Private sector agreements with COLA provided increases averaging 1.9 percent per year, while the 4 public sector agreements provided an average 4.2 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Six agreements provide adjustments at the rate of 1 cent an hour for each 0.3 rise in the 1971=100 CPI, covering 2,157 employees. Eight other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.32 to 0.45 point rise in the CPI. Four agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 14 agreements covering 6,988 employees; annually in one agreement covering 16,000 employees; bi-monthly or monthly in three agreements covering 1,147 employees; and once during the term of one agreement covering 1,033 employees.

Settlements in the 84 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.1 percent in the fourth quarter of 1986. Forty-two percent of the 51,418 employees covered received increases under 48 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 5,751 employees received increases of less than 3.9 percent a year under 11 agreements; 38 percent of the employees received increases of 5.0-5.9 percent a year under 22 agreements; and 3,713 gained increases averaging more than 6 percent a year under 9 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 91 agreements covering 68,830 employees. Dental care, paid vacations, life insurance, hospital and medical care and pensions were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 53 agreements covering 40,945 employees, mostly the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 30 agreements covering 30,957 employees, involved reductions in the years of service required for 4 and 5 weeks.

Negotiations

The first quarter settlements were reached in an average of 7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 9 months in the fourth quarter of 1986. Thirty-nine percent of the settlements covering 44 percent of the employees were concluded in 1-3 months, and 20 percent covering 19 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 20 percent of the agreements covering 14 percent of the employees, and more than a year in 21 agreements covering 24 percent of the employees. (See Table 8).

Negotiations of the private sector settlements took an average of 3 months to complete, compared with an average of 9 months for the public sector settlements. Ninety-three percent of the private sector settlements covering 94 percent of the employees involved were reached in 6 months or less, compared with 37 percent of the public sector settlements covering 50 percent of the employees. Thirty-four percent of the public sector settlements covering 33 percent of the employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 31 percent of the agreements covering 32 percent of the employees. Government assistance was needed in the remaining negotiations, including 6 agreements covering 4,860 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
First Quarter 1985 to First Quarter 1987

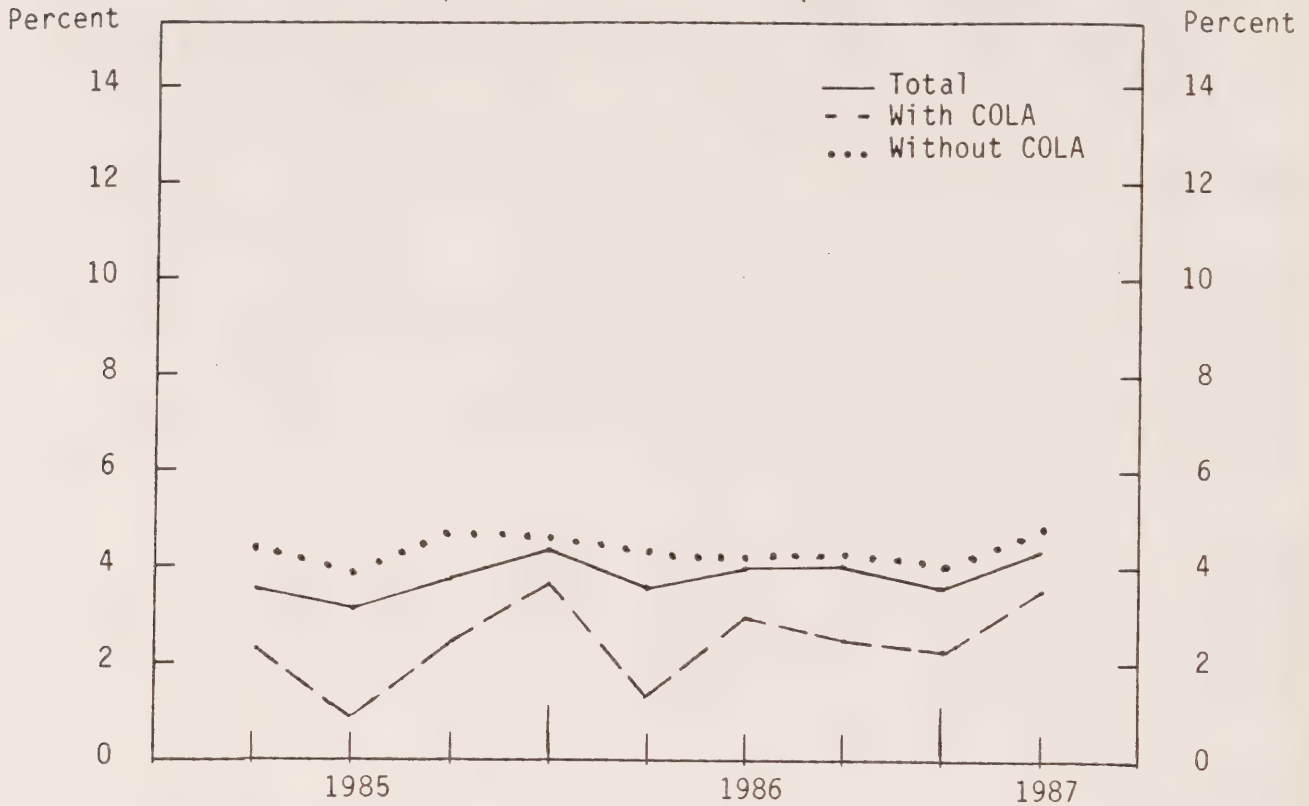


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
First Quarter 1985 to First Quarter 1987

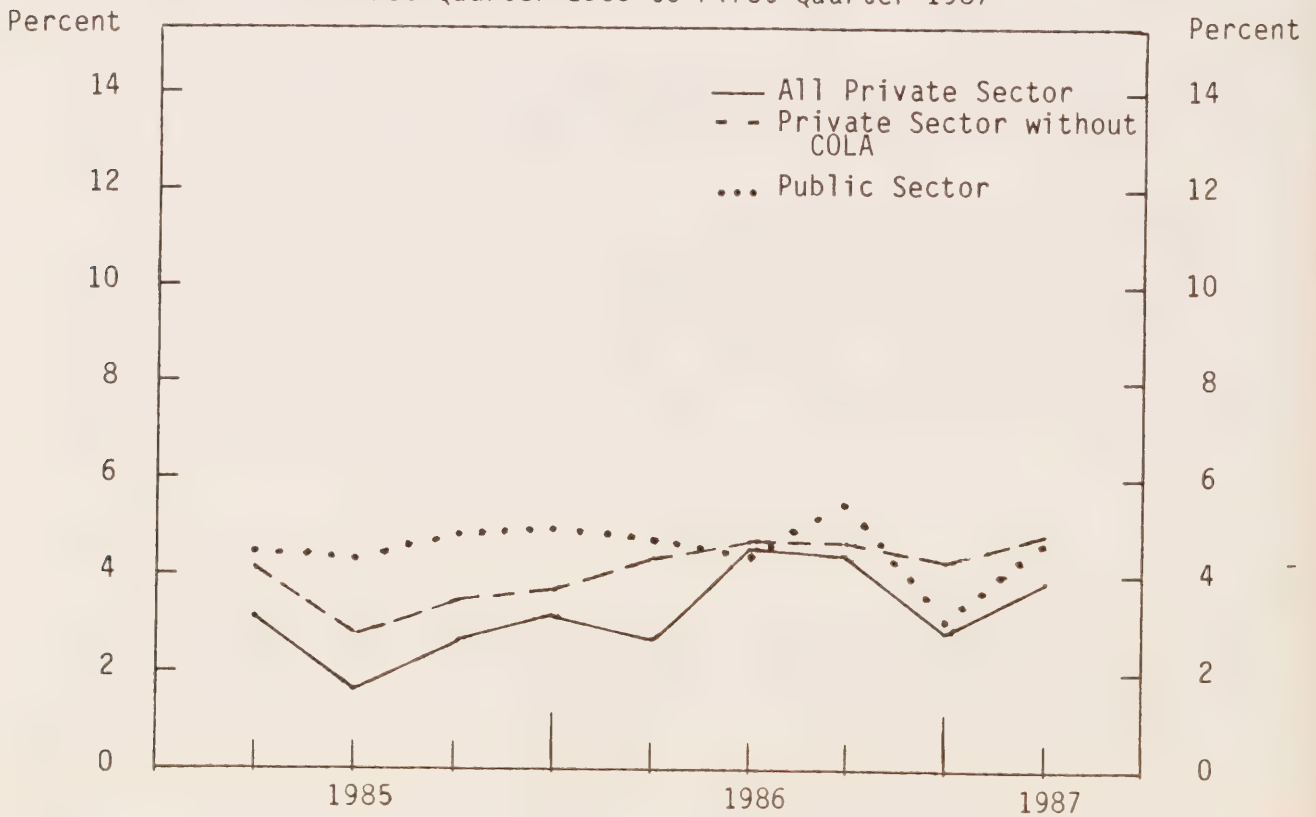


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, First Quarter 1987

[illegible]

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement First Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	19	9,956	4.5	64	39,394	4.5	20	27,236	4.5
All industries, excluding construction	19	9,956	4.5	64	39,394	4.5	20	27,236	4.5
Manufacturing	1	220	11.0	18	9,279	3.1	13	5,000	3.1
Food, Beverages	-	-	-	2	840	4.6	1	240	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	300	5.0	-	-	-
Textiles	-	-	-	-	-	-	1	645	-
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	1	252	4.0	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	1	220	5.5	3	1,045	-
Fabricated Metals	-	-	-	2	504	4.9	3	1,055	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	1	220	11.0	1	450	0.2	5	2,015	-
Electrical Products	-	-	-	5	4,780	2.6	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	2	646	3.8	-	-	-
Miscellaneous Mfg.	-	-	-	3	1,287	3.3	-	-	-
Non-manufacturing, excluding construction	18	9,736	4.4	46	30,115	4.9	7	22,236	4.9
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	210	-
Transportation	-	-	-	2	640	1.0	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	1	981	-
Electric, Gas, Water	1	350	3.9	3	1,677	3.9	1	16,000	-
Wholesale Trade	-	-	-	1	539	4.8	-	-	-
Retail Trade	-	-	-	2	760	1.9	-	-	-
Finance	1	295	5.0	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	7	4,696	4.4	22	19,337	5.2	1	1,033	-
Health, Welfare Services	5	2,342	4.9	10	4,186	5.0	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	2	3,769	-
Miscellaneous Services	-	-	-	-	-	-	1	243	-
Federal Administration	2	1,524	3.5	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	2	529	4.3	6	2,976	4.6	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	-	-	-	8	5,020	1.9	11	20,148	3.9
Industries, excluding construction	-	-	-	8	5,020	1.9	11	20,148	3.9
Manufacturing	-	-	-	6	4,093	1.4	8	2,905	2.5
Food, Beverages	-	-	-	-	-	-	1	240	2.0
Tobacco	-	-	-	-	-	-	-	-	-
Textile, Plastics	-	-	-	-	-	-	-	-	-
Chemical	-	-	-	-	-	-	-	-	-
Metals	-	-	-	-	-	-	-	-	-
Printing Mills	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-
Government	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Other Services	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	-	-	-	2	927	4.1	3	17,243	4.1
Transportation	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	1	210	1.8
Retail Trade	-	-	-	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-
Government	-	-	-	-	-	-	-	-	-
Finance, Gas, Water	-	-	-	2	927	4.1	1	16,000	4.1
Wholesale Trade	-	-	-	-	-	-	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Education	-	-	-	-	-	-	-	-	-
Government	-	-	-	-	-	-	-	-	-
Finance, Real Estate	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	1	1,033	5.1
Other Services	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	-	-	-	-	-	-	-	-	-

¹ One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, First Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	19	9,956	4.5	56	34,374	4.8	9	7,088	4.4
All industries, excluding construction	19	9,956	4.5	56	34,374	4.8	9	7,088	4.4
Manufacturing	1	220	11.0	12	5,186	4.5	5	2,095	4.4
Food, Beverages	-	-	-	2	840	4.6	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	300	5.0	-	-	-
Textiles	-	-	-	-	-	-	1	645	3.8
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	1	252	4.0	-	-	-
Wood	-	-	-	-	-	-	-	-	-
Furniture, Fixtures	-	-	-	-	-	-	-	-	-
Paper	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	-	-	-	-	-	-	1	340	4.4
Fabricated Metals	-	-	-	2	504	4.9	1	325	3.8
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	1	220	11.0	-	-	-	2	785	6.0
Electrical Products	-	-	-	2	1,784	4.9	-	-	-
Non-Metallic Minerals	-	-	-	-	-	-	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	2	646	3.8	-	-	-
Miscellaneous Mfg.	-	-	-	2	860	4.0	-	-	-
Non-manufacturing, excluding construction	18	9,736	4.4	44	29,188	4.9	4	4,993	4.4
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	-	-	-
Transportation	-	-	-	2	640	1.0	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	1	981	2.0
Electric, Gas, Water	1	350	3.9	1	750	3.8	-	-	-
Wholesale Trade	-	-	-	1	539	4.8	-	-	-
Retail Trade	-	-	-	2	760	1.9	-	-	-
Finance	1	295	5.0	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	7	4,696	4.4	22	19,337	5.2	-	-	-
Health, Welfare Services	5	2,342	4.9	10	4,186	5.0	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	2	3,769	4.4
Miscellaneous Services	-	-	-	-	-	-	1	243	13.0
Federal Administration	2	1,524	3.5	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Local Administration	2	529	4.3	6	2,976	4.6	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1987

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
All Industries						
Total	103	76,586	19	25,168	84	51,418
No increase	2	690	-	-	2	690
Decrease	-	-	-	-	-	-
Increase	101	75,896	19	25,168	82	50,728
Under 2.0 percent	6	3,986	6	3,986	-	-
2.0 - 2.9 percent	7	3,353	6	2,372	1	981
3.0 - 3.9 percent	11	5,030	1	260	10	4,770
4.0 - 4.9 percent	44	39,092	4	17,297	40	21,795
5.0 - 5.9 percent	24	20,722	2	1,253	22	19,469
6.0 - 6.9 percent	4	1,880	-	-	4	1,880
7.0 - 7.9 percent	2	1,020	-	-	2	1,020
8.0 percent and over	3	813	-	-	3	813
Manufacturing						
Total	32	14,499	14	6,998	18	7,501
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	32	14,499	14	6,998	18	7,501
Under 2.0 percent	5	3,776	5	3,776	-	-
2.0 - 2.9 percent	6	2,372	6	2,372	-	-
3.0 - 3.9 percent	5	1,696	1	260	4	1,436
4.0 - 4.9 percent	10	3,781	1	370	9	3,411
5.0 - 5.9 percent	4	2,304	1	220	3	2,084
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	2	570	-	-	2	570
Non-manufacturing, including construction						
Total	71	62,087	5	18,170	66	43,917
No increase	2	690	-	-	2	690
Decrease	-	-	-	-	-	-
Increase	69	61,397	5	18,170	64	43,227
Under 2.0 percent	1	210	1	210	-	-
2.0 - 2.9 percent	1	981	-	-	1	981
3.0 - 3.9 percent	6	3,334	-	-	6	3,334
4.0 - 4.9 percent	34	35,311	3	16,927	31	18,384
5.0 - 5.9 percent	20	18,418	1	1,033	19	17,385
6.0 - 6.9 percent	4	1,880	-	-	4	1,880
7.0 - 7.9 percent	2	1,020	-	-	2	1,020
8.0 percent and over	1	243	-	-	1	243
Non-manufacturing, excluding construction						
Total	71	62,087	5	18,170	66	43,917
No increase	2	690	-	-	2	690
Decrease	-	-	-	-	-	-
Increase	69	61,397	5	18,170	64	43,227
Under 2.0 percent	1	210	1	210	-	-
2.0 - 2.9 percent	1	981	-	-	1	981

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1987

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements witho COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	6	3,334	-	-	6	3,334
4.0 - 4.9 percent	34	35,311	3	16,927	31	18,384
5.0 - 5.9 percent	20	18,418	1	1,033	19	17,385
6.0 - 6.9 percent	4	1,880	-	-	4	1,880
7.0 - 7.9 percent	2	1,020	-	-	2	1,020
8.0 percent and over	1	243	-	-	1	243
Construction						
Total	-	-	-	-	-	-
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	-	-	-	-	-	-
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	-	-	-	-	-	-
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Private sector						
Total	41	21,065	15	7,208	26	13,857
No increase	1	270	-	-	1	270
Decrease	-	-	-	-	-	-
Increase	40	20,795	15	7,208	25	13,587
Under 2.0 percent	6	3,986	6	3,986	-	-
2.0 - 2.9 percent	6	2,372	6	2,372	-	-
3.0 - 3.9 percent	7	2,936	1	260	6	2,676
4.0 - 4.9 percent	13	8,089	1	370	12	7,719
5.0 - 5.9 percent	5	2,599	1	220	4	2,379
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	3	813	-	-	3	813
Public sector						
Total	62	55,521	4	17,960	58	37,561
No increase	1	420	-	-	1	420
Decrease	-	-	-	-	-	-
Increase	61	55,101	4	17,960	57	37,141
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	1	981	-	-	1	981
3.0 - 3.9 percent	4	2,094	-	-	4	2,094
4.0 - 4.9 percent	31	31,003	3	16,927	28	14,076
5.0 - 5.9 percent	19	18,123	1	1,033	18	17,090
6.0 - 6.9 percent	4	1,880	-	-	4	1,880
7.0 - 7.9 percent	2	1,020	-	-	2	1,020
8.0 percent and over	-	-	-	-	-	-

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees,
First Quarter 1986 - First Quarter 1987

Year and Type of Agreement	Agreements	Employees	Percent Increase
First Quarter 1986			
All agreements	117	96,095	4.1
Agreements with cost-of-living clause	17	18,863	1.6
Agreements without cost-of-living clause	100	77,232	4.8
1 private sector agreements	49	36,805	3.0
Private sector agreements with cost-of-living clause	17	18,863	1.6
Private sector agreements without cost-of-living clause ..	32	17,942	4.5
1 public sector agreements	68	59,290	4.8
Public sector agreements with cost-of-living clause	-	-	-
Public sector agreements without cost-of-living clause ...	68	59,290	4.8
Second Quarter 1986			
All agreements	179	238,648	4.3
Agreements with cost-of-living clause	29	19,915	3.2
Agreements without cost-of-living clause	150	218,733	4.4
1 private sector agreements	85	102,419	4.3
Private sector agreements with cost-of-living clause	23	8,942	2.6
Private sector agreements without cost-of-living clause ..	62	93,477	4.4
1 public sector agreements	94	136,229	4.2
Public sector agreements with cost-of-living clause	6	10,973	3.6
Public sector agreements without cost-of-living clause ...	88	125,256	4.3
Third Quarter 1986			
All agreements	87	100,571	4.6
Agreements with cost-of-living clause	17	10,980	2.8
Agreements without cost-of-living clause	70	89,591	4.8
1 private sector agreements	49	50,416	4.1
Private sector agreements with cost-of-living clause	15	9,393	2.7
Private sector agreements without cost-of-living clause ..	34	41,023	4.5
1 public sector agreements	38	50,155	5.1
Public sector agreements with cost-of-living clause	2	1,587	3.5
Public sector agreements without cost-of-living clause ...	36	48,568	5.1
Fourth Quarter 1986			
All agreements	209	107,164	3.9
Agreements with cost-of-living clause	18	10,542	2.4
Agreements without cost-of-living clause	191	96,622	4.1
1 private sector agreements	54	33,462	2.7
Private sector agreements with cost-of-living clause	17	10,312	2.3
Private sector agreements without cost-of-living clause ..	37	23,150	2.8
1 public sector agreements	155	73,702	4.4
Public sector agreements with cost-of-living clause	1	230	4.4
Public sector agreements without cost-of-living clause ...	154	73,472	4.4
First Quarter 1987			
All agreements	103	76,586	4.3
Agreements with cost-of-living clause	19	25,168	3.5
Agreements without cost-of-living clause	84	51,418	4.8
1 private sector agreements	41	21,065	3.7
Private sector agreements with cost-of-living clause	15	7,208	1.9
Private sector agreements without cost-of-living clause ..	26	13,857	4.7
1 public sector agreements	62	55,521	4.6
Public sector agreements with cost-of-living clause	4	17,960	4.2
Public sector agreements without cost-of-living clause ...	58	37,561	4.8

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	103	100.0	76,586	100.0
Settlements establishing or improving one or more benefits	91	88.3	68,830	89.9
Paid holidays	8	7.8	2,235	2.9
Paid vacations	30	29.1	30,957	40.4
Other paid leaves	35	34.0	33,804	44.1
Hospital and medical	22	21.4	25,645	33.5
Dental	53	51.5	40,945	53.5
Sickness and accident	14	13.6	10,568	13.8
Long term disability	13	12.6	22,017	28.7
Life insurance	29	28.2	12,306	16.1
Pensions	21	20.4	26,351	34.4
Other benefits	25	24.3	27,684	36.1
Settlements not changing any benefits	12	11.7	7,756	10.1

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
Total	103	76,586	41	21,065	62	55,521
1-3 months	40	33,405	23	8,087	17	25,318
4-6 months	21	14,207	15	11,658	6	2,500
7-9 months	9	4,023	3	1,320	6	2,703
10-12 months	12	6,875	-	-	12	6,875
13 months and over	21	18,076	-	-	21	18,076

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

State of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	103	76,586	41	21,065	62	55,521
Direct bargaining	32	24,678	11	7,891	21	16,787
Conciliation	10	18,738	7	2,114	3	16,624
Post-conciliation bargaining ..	12	5,321	6	2,173	6	3,148
Mediation	26	14,222	14	7,430	12	6,792
Arbitration	11	5,110	-	-	11	5,110
Work Stoppage	6	3,657	3	1,457	3	2,200
Other	6	4,860	-	-	6	4,860

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, First Quarter 1987

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	103	76,586	40	33,405	21	14,207	9	4,023	12	6,875	21	18,076
Direct bargaining	32	24,678	17	8,263	3	4,284	2	830	3	2,070	7	9,231
Conciliation	10	18,738	5	17,317	5	1,421	-	-	-	-	-	-
Post-conciliation bargaining	12	5,321	6	3,158	1	330	3	1,288	-	-	2	545
Mediation	26	14,222	9	2,967	7	5,695	2	845	5	1,751	3	2,964
Arbitration	11	5,110	3	1,700	1	209	1	610	1	650	5	1,941
Work stoppage	6	3,657	-	-	4	2,268	1	450	1	939	-	-
Other	6	4,860	-	-	-	-	-	-	2	1,465	4	3,395

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1987

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

October 1987

Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
October, 1987

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter 1987

During the second quarter of 1987, settlements were negotiated in 167 collective agreements covering 200 or more Ontario employees. A total of 139,650 employees were affected by these settlements, concentrated in primary metals, education, and provincial and municipal administration.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 4.0 percent annually over the term of the agreements, down from 4.3 percent for settlements in the first quarter of 1987. (See Chart 1 and Tables 1 and 6).

Of the 139,650 employees covered by settlements in the second quarter, 116,628 received first-year increases or increases under one-year agreements averaging 5.1 percent; 82,569 won second-year increases averaging 4.3 percent; 22,548 gained third-year increases averaging 3.7 percent, and 400 received 5.6% in the fourth year. Settlements for 17,504 employees made no changes in wages over the term of the agreements; 4,625 employees received no increase in one or two years of the agreements, but received increases for the other years averaging 2.4 percent a year.

The predominant increases provided in the second quarter settlement averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 45 percent of the employees covered by 41 percent of the agreements. Eight percent of the employees received increases averaging less than 3 percent a year under 20 agreements, 23 percent of the employees received increases averaging 5.0-5.9 percent a year under 31 agreements, and 6 percent of the employees received increases averaging more than 6 percent a year under 17 agreements. (See Table 5).

Manufacturing. The second quarter settlements covered 36,185 employees under 61 agreements in manufacturing industries. Wage increases in these settlements averaged 2.0 percent a year over the term of the agreements and 2.3 percent in the first year, compared to 3.4 percent in the first quarter of 1987. Eleven percent of the employees covered by 15 percent of the agreements received increases of less than 2 percent a year over the term of the agreements; 17 percent received increases averaging 2.0-3.9 percent a year under 17 agreements; 16 percent covered by 17 agreements won increases averaging 4.0-4.9 percent a year; and 10 percent received increases averaging more than 5 percent under 9 agreements. (See Tables 1, 5 and 6).

Non-manufacturing. Settlements in non-manufacturing industries covered 94,837 employees under 92 agreements. They provided increases averaging 4.6 percent a year both over the term of the agreements and in the first year. Eighty-five percent of the employees covered by 74 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 8 percent received increases of less than 4 percent a year under 13 agreements; and 6 percent won increases averaging more than 6 percent a year under 13 agreements. (See Tables 1, 5 and 6).

Private sector. The second quarter settlements included 85 agreements covering 50,521 employees in private industry. These settlements provided increases averaging 2.8 percent a year over the term of the agreements, down from 3.7 percent in the first quarter of 1987, and 5.8 percent in the first year. Fifteen percent of the employees covered by 25 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreement; 32 percent received increases of less than 4 percent a year under 33 agreements; 35

percent received no increase over the term of 11 agreements; and 18 percent won increases averaging more than 5 percent a year under 20 agreements.

Public Sector. Settlements in 82 agreements covered 89,129 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.7 percent a year over the term of the agreements, up from 4.6 percent in the first quarter of 1987, and 4.8 percent in the first year. Sixty-three percent of the employees covered by 59 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 3 percent covered by 6 agreements received less than 4 percent, 33 percent covered by 29 percent of the agreements received increases averaging 5.0-5.9 percent, and 2 percent covered by 4 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living adjustment (COLA) clauses were provided for 25,615 employees under 35 agreements, of which 33 were continued from the previous agreements and two were new provisions. Twenty-nine of the agreements covered 19,206 employees in manufacturing industries and 6 covered the remaining 6,409 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.0 percent a year over the term of the agreements, down from 3.5 percent in the first quarter of 1987. Nineteen of the 35 agreements provided increases of less than 3.9 percent a year over the term of the agreements, 7 agreements provided increases between 4.0 and 4.9 percent, 3 agreements provided more than 5.0 percent, and the remaining 6 agreements provided no increase. Private sector agreements with COLA provided increases averaging 1.2 percent per year, while the 5 public sector agreements provided an average 4.6 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Fourteen agreements provide adjustments at the rate of 1 cent an hour for each 0.3 point rise in the 1971=100 CPI, covering 13,638 employees. Twelve other agreements using the 1971 base provide adjustments of 1 cent an hour for each 0.28 to 0.5 point rise in the CPI. Five agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 27 agreements covering 18,239 employees; annually in one agreement covering 459 employees; semi-annually or monthly in two agreements covering 753 employees; and once during the term of five agreements covering 6,164 employees.

Settlements in the 132 agreements without COLA clauses provided increases averaging 4.5 percent a year over the term of the agreements, down from 4.8 percent in the first quarter of 1987. Fifty-two percent of the 114,035 employees covered received increases under 47 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 11,145 employees received increases of less than 3.9 percent a year under 20 agreements; 25 percent of the employees received increases of 5.0-5.9 percent a year under 29 agreements; and 8,263 gained increases averaging more than 6 percent a year under 16 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 161 agreements covering 137,543 employees. Dental care,

paid vacations and hospital and medical care were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 96 agreements covering 68,288 employees, mostly consisting of the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 64 agreements covering 62,483 employees, involved reductions in the years of service required for 4 weeks and 5 weeks of vacation.

Negotiations

The second quarter settlements were reached in an average of 4.5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 7 months in the first quarter of 1987. Forty-four percent of the settlements covering 33 percent of the employees were concluded in 1-3 months, and 42 percent covering 52 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 10 percent of the agreements covering 7 percent of the employees, and more than a year in 7 agreements covering 8 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 3 months to complete, compared with an average of 6 months for the public sector settlements. All but two private sector settlements covering 430 employees were reached in 6 months or less, compared with 73 percent of the public sector settlements covering 77 percent of the employees. Nine percent of the public sector settlements covering 12 percent of the employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 46 percent of the agreements covering 57 percent of the employees. Government assistance was needed in the remaining negotiations, including 11 agreements covering 4,513 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1985 to Second Quarter 1987

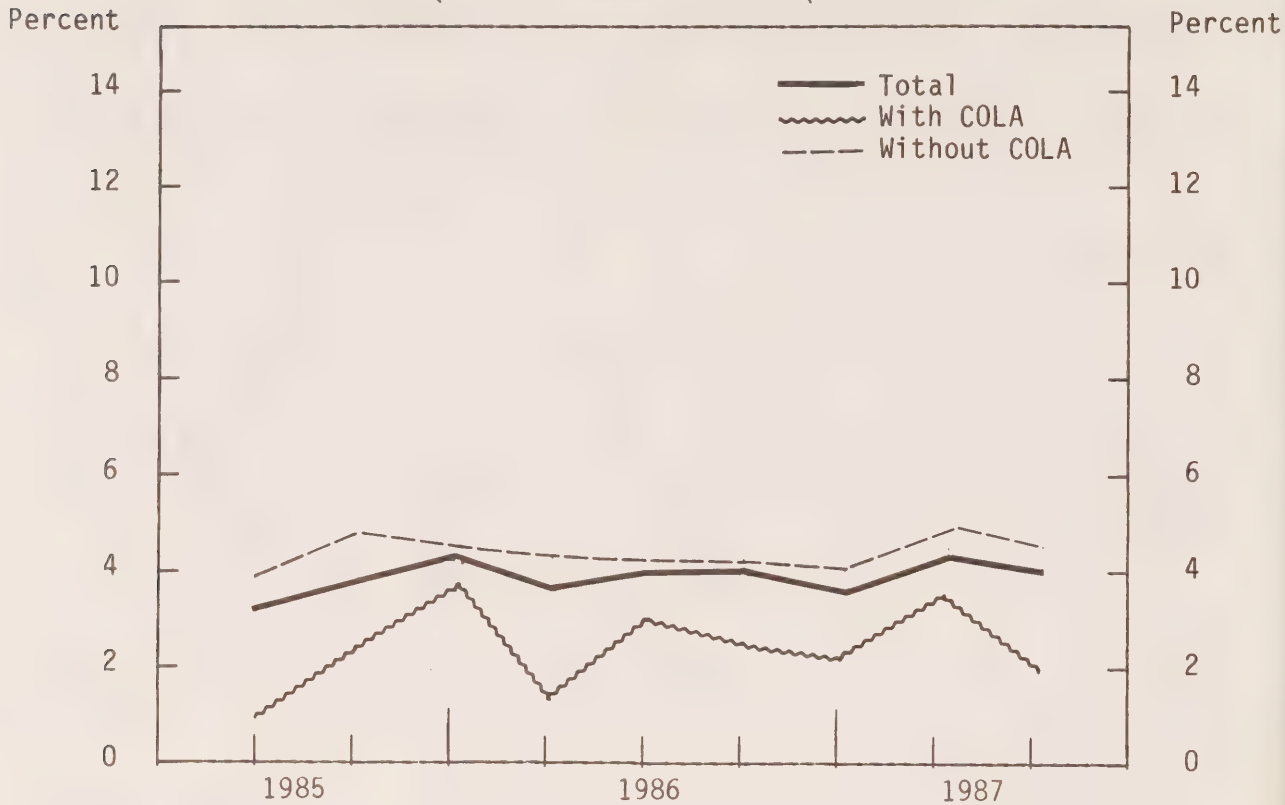


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1985 to Second Quarter 1987

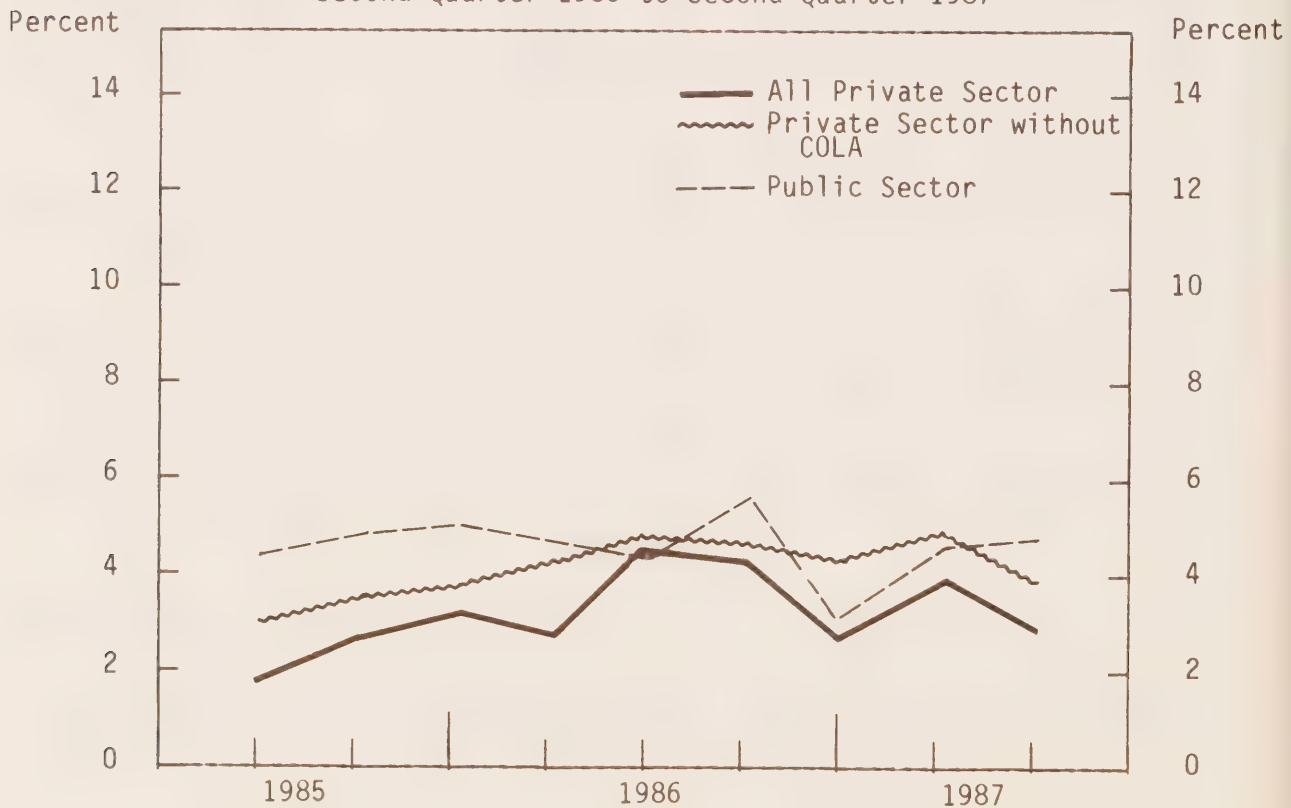


Table 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry, Second Quarter 1987

Industry	All Agreements			Agreements with COLA Clause			Agreements without COLA Clause		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	167	139,650	4.0	35	25,615	2.0	132	114,035	4.5
Industries, excluding construction	153	131,022	3.9	35	25,615	2.0	118	105,407	4.4
Manufacturing	61	36,185	2.0	29	19,206	1.2	32	16,979	3.1
Beverages	9	2,821	3.8	3	950	3.2	6	1,871	4.1
Food	-	-	-	-	-	-	-	-	-
Textile, Plastics	1	459	2.5	1	459	2.5	-	-	-
Chemical	1	200	5.0	-	-	-	1	200	5.0
Metals	3	1,117	4.9	-	-	-	3	1,117	4.9
Printing Mills	-	-	-	-	-	-	-	-	-
Printing	2	972	4.3	-	-	-	2	972	4.3
Electronics	2	580	3.4	-	-	-	2	580	3.4
Furniture, Fixtures	2	602	2.9	1	332	1.7	1	270	4.3
Leather	4	1,607	3.1	-	-	-	4	1,607	3.1
Printing, Publishing	2	1,700	7.9	-	-	-	2	1,700	7.9
Primary Metals	10	16,358	0.1	7	10,381	0.2	3	5,977	0.0
Coated Metals	3	1,065	2.0	3	1,065	2.0	-	-	-
Chemical	-	-	-	-	-	-	-	-	-
Transportation Equipment	4	2,308	2.0	2	1,668	0.9	2	640	4.6
Chemical Products	10	3,293	3.2	6	1,923	2.3	4	1,370	4.4
Non-metallic Minerals	4	1,958	3.4	3	1,708	3.1	1	250	5.0
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	1	425	3.9	-	-	-	1	425	3.9
Miscellaneous Mfg.	3	720	2.5	3	720	2.5	-	-	-
Non-manufacturing, excluding construction	92	94,837	4.6	6	6,409	4.6	86	88,428	4.6
Industry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	3	845	1.2	1	270	3.1	2	575	0.2
Transportation	1	1,034	3.0	-	-	-	1	1,034	3.0
Large	-	-	-	-	-	-	-	-	-
Communication	1	260	3.0	-	-	-	1	260	3.0
Electric, Gas, Water	1	225	4.3	1	225	4.3	-	-	-
Retail Trade	1	570	4.9	-	-	-	1	570	4.9
Wholesale Trade	3	7,360	4.0	-	-	-	3	7,360	4.0
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	1	220	4.5	-	-	-	1	220	4.5
Education, Related Services ..	40	27,594	4.7	4	5,914	4.6	36	21,680	4.8
Health, Welfare Services	9	3,915	4.8	-	-	-	9	3,915	4.8
Professional Services	-	-	-	-	-	-	-	-	-
Government Services	2	523	3.1	-	-	-	2	523	3.1
Personal Services	4	1,673	4.6	-	-	-	4	1,673	4.6
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	1	232	3.5	-	-	-	1	232	3.5
Provincial Administration	7	31,549	4.9	-	-	-	7	31,549	4.9
Federal Administration	18	18,837	4.4	-	-	-	18	18,837	4.4
Construction	14	8,628	5.9	-	-	-	14	8,628	5.9

Table 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	29	43,054	4.2	94	63,189	4.7	43	33,007	2.2
All industries, excluding construction	28	42,854	4.2	81	54,761	4.5	43	33,007	2.2
Manufacturing	5	6,437	0.4	22	6,359	3.9	33	22,989	1.1
Food, Beverages	1	250	4.1	7	1,871	3.6	1	700	4.1
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	1	459	2.1
Leather	-	-	-	1	200	5.0	-	-	-
Textiles	-	-	-	2	592	4.6	1	525	5.1
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	2	972	4.3	-	-	-
Wood	-	-	-	1	300	4.3	1	280	2.1
Furniture, Fixtures	-	-	-	-	-	-	2	602	2.1
Paper	-	-	-	-	-	-	4	1,607	3.1
Printing, Publishing	-	-	-	-	-	-	2	1,700	7.1
Primary Metals	4	6,187	0.3	-	-	-	6	10,171	0.1
Fabricated Metals	-	-	-	1	300	4.2	2	765	1.1
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	1	240	4.0	2	1,668	0.1
Electrical Products	-	-	-	4	959	3.0	6	2,334	3.1
Non-Metallic Minerals	-	-	-	1	250	5.0	3	1,708	3.1
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	425	3.9	-	-	-
Miscellaneous Mfg.	-	-	-	1	250	3.0	2	470	2.1
Non-manufacturing, excluding construction	23	36,417	4.8	59	48,402	4.6	10	10,018	3.1
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	325	0.0	1	250	0.6	1	270	3.1
Transportation	-	-	-	1	1,034	3.0	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	1	260	3.1
Electric, Gas, Water	-	-	-	1	225	4.3	-	-	-
Wholesale Trade	-	-	-	1	570	4.9	-	-	-
Retail Trade	-	-	-	2	4,960	5.1	1	2,400	1.1
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	220	4.5	-	-	-
Education, Related Services ..	14	7,095	4.6	23	15,084	5.0	3	5,415	4.1
Health, Welfare Services	1	350	5.0	8	3,565	4.8	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	2	523	3.1	-	-	-
Personal Services	-	-	-	-	-	-	4	1,673	4.1
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	1	232	3.5	-	-	-
Provincial Administration	6	28,204	4.9	1	3,345	4.7	-	-	-
Local Administration	1	443	5.5	17	18,394	4.4	-	-	-
Construction	1	200	7.7	13	8,428	5.9	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 3

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements with Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
Industries, including construction	2	460	6.2	11	5,823	4.2	22	19,332	1.2
Industries, excluding construction	2	460	6.2	11	5,823	4.2	22	19,332	1.2
Manufacturing	2	460	6.2	7	1,984	3.0	20	16,762	0.8
Beverages	1	250	4.1	2	700	2.8	-	-	-
Tobacco	-	-	-	-	-	-	-	-	-
Textile, Apparel, Plastics	-	-	-	-	-	-	1	459	2.5
Chemical	-	-	-	-	-	-	-	-	-
Food	-	-	-	-	-	-	-	-	-
Printing Mills	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Structure, Fixtures	-	-	-	-	-	-	1	332	1.7
Other	-	-	-	-	-	-	-	-	-
Printing, Publishing	-	-	-	-	-	-	-	-	-
Primary Metals	1	210	8.6	-	-	-	6	10,171	0.0
Aluminum	-	-	-	1	300	4.2	2	765	1.2
Other	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	-	-	-	2	1,668	0.9
Chemical Products	-	-	-	3	734	2.7	3	1,189	2.1
Metallurgical Minerals	-	-	-	-	-	-	3	1,708	3.1
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	-	-	-	-	-	-
Miscellaneous Mfg.	-	-	-	1	250	3.0	2	470	2.3
Non-manufacturing, excluding construction	-	-	-	4	3,839	4.9	2	2,570	4.1
Other	-	-	-	-	-	-	-	-	-
Mining, Quarrying	-	-	-	-	-	-	1	270	3.1
Transportation	-	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	-	-	-
Electric, Gas, Water	-	-	-	1	225	4.3	-	-	-
Retail Trade	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	-	-	-	-	-	-
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	-	-	-	-	-	-
Education, Related Services ..	-	-	-	3	3,614	4.9	1	2,300	4.2
Health, Welfare Services	-	-	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-	-	-
Government Services	-	-	-	-	-	-	-	-	-
Personal Services	-	-	-	-	-	-	-	-	-
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Local Administration	-	-	-	-	-	-	-	-	-
Provincial Administration	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	-	-	-	-	-	-
Construction	-	-	-	-	-	-	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; three-year agreements, for 30-41 months.

Table 4

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements without Cost-of-Living Clauses Covering 200 or More Ontario Employees, by Industry and Duration of Agreement, Second Quarter 1987

Industry	One-year Agreements ¹			Two-year Agreements ¹			Three-year Agreements ¹		
	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase	Agreements	Employees	Percent Increase
All industries, including construction	27	42,594	4.2	83	57,366	4.8	21	13,675	4.4
All industries, excluding construction	26	42,394	4.2	70	48,938	4.6	21	13,675	4.4
Manufacturing	3	5,977	0.0	15	4,375	4.3	13	6,227	5.0
Food, Beverages	-	-	-	5	1,171	4.0	1	700	4.0
Tobacco	-	-	-	-	-	-	-	-	-
Rubber, Plastics	-	-	-	-	-	-	-	-	-
Leather	-	-	-	1	200	5.0	-	-	-
Textiles	-	-	-	2	592	4.6	1	525	5.0
Knitting Mills	-	-	-	-	-	-	-	-	-
Clothing	-	-	-	2	972	4.3	-	-	-
Wood	-	-	-	1	300	4.3	1	280	2.0
Furniture, Fixtures	-	-	-	-	-	-	1	270	4.0
Paper	-	-	-	-	-	-	4	1,607	3.0
Printing, Publishing	-	-	-	-	-	-	2	1,700	7.0
Primary Metals	3	5,977	0.0	-	-	-	-	-	-
Fabricated Metals	-	-	-	-	-	-	-	-	-
Machinery	-	-	-	-	-	-	-	-	-
Transportation Equipment	-	-	-	1	240	4.0	-	-	-
Electrical Products	-	-	-	1	225	4.1	3	1,145	4.0
Non-Metallic Minerals	-	-	-	1	250	5.0	-	-	-
Petroleum, Oil	-	-	-	-	-	-	-	-	-
Chemicals	-	-	-	1	425	3.9	-	-	-
Miscellaneous Mfg.	-	-	-	-	-	-	-	-	-
Non-manufacturing, excluding construction	23	36,417	4.8	55	44,563	4.6	8	7,448	3.0
Forestry	-	-	-	-	-	-	-	-	-
Mining, Quarrying	1	325	0.0	1	250	0.6	-	-	-
Transportation	-	-	-	1	1,034	3.0	-	-	-
Storage	-	-	-	-	-	-	-	-	-
Communication	-	-	-	-	-	-	1	260	3.0
Electric, Gas, Water	-	-	-	-	-	-	-	-	-
Wholesale Trade	-	-	-	1	570	4.9	-	-	-
Retail Trade	-	-	-	2	4,960	5.1	1	2,400	1.0
Finance	-	-	-	-	-	-	-	-	-
Insurance, Real Estate	-	-	-	1	220	4.5	-	-	-
Education, Related Services ..	14	7,095	4.6	20	11,470	5.0	2	3,115	4.0
Health, Welfare Services	1	350	5.0	8	3,565	4.8	-	-	-
Recreational Services	-	-	-	-	-	-	-	-	-
Management Services	-	-	-	2	523	3.1	-	-	-
Personal Services	-	-	-	-	-	-	4	1,673	4.0
Miscellaneous Services	-	-	-	-	-	-	-	-	-
Federal Administration	-	-	-	1	232	3.5	-	-	-
Provincial Administration	6	28,204	4.9	1	3,345	4.7	-	-	-
Local Administration	1	443	5.5	17	18,394	4.4	-	-	-
Construction	1	200	7.7	13	8,428	5.9	-	-	-

¹One-year agreements are agreements effective for 6-17 months; two-year agreements, for 18-29 months; and three-year agreements, for 30-41 months.

Table 5

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1987

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements without COLA Clause	
	Agreements	Employees	Agreements	Employees	Agreements	Employees
All Industries						
Total	167	139,650	35	25,615	132	114,035
no increase	11	17,504	6	10,202	5	7,302
decrease	-	-	-	-	-	-
increase	156	122,146	29	15,413	127	106,733
Under 2.0 percent	12	8,497	7	3,357	5	5,140
2.0 - 2.9 percent	8	3,069	7	2,789	1	280
3.0 - 3.9 percent	19	7,158	5	1,433	14	5,725
4.0 - 4.9 percent	69	63,404	7	4,650	62	58,754
5.0 - 5.9 percent	31	31,545	2	2,974	29	28,571
6.0 - 6.9 percent	5	1,685	-	-	5	1,685
7.0 - 7.9 percent	2	650	-	-	2	650
8.0 percent and over	10	6,138	1	210	9	5,928
Manufacturing						
Total	61	36,185	29	19,206	32	16,979
no increase	9	16,179	6	10,202	3	5,977
decrease	-	-	-	-	-	-
increase	52	20,006	23	9,004	29	11,002
Under 2.0 percent	9	4,047	7	3,357	2	690
2.0 - 2.9 percent	8	3,069	7	2,789	1	280
3.0 - 3.9 percent	9	3,195	4	1,163	5	2,032
4.0 - 4.9 percent	17	5,720	4	1,485	13	4,235
5.0 - 5.9 percent	5	1,615	-	-	5	1,615
6.0 - 6.9 percent	1	200	-	-	1	200
7.0 - 7.9 percent	1	450	-	-	1	450
8.0 percent and over	2	1,710	1	210	1	1,500
Non-manufacturing, including construction						
Total	106	103,465	6	6,409	100	97,056
no increase	2	1,325	-	-	2	1,325
decrease	-	-	-	-	-	-
increase	104	102,140	6	6,409	98	95,731
Under 2.0 percent	3	4,450	-	-	3	4,450
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	10	3,963	1	270	9	3,693
4.0 - 4.9 percent	52	57,684	3	3,165	49	54,519
5.0 - 5.9 percent	26	29,930	2	2,974	24	26,956
6.0 - 6.9 percent	4	1,485	-	-	4	1,485
7.0 - 7.9 percent	1	200	-	-	1	200
8.0 percent and over	8	4,428	-	-	8	4,428
Non-manufacturing, excluding construction						
Total	92	94,837	6	6,409	86	88,428
no increase	1	325	-	-	1	325
decrease	-	-	-	-	-	-
increase	91	94,512	6	6,409	85	88,103
Under 2.0 percent	2	2,650	-	-	2	2,650
2.0 - 2.9 percent	-	-	-	-	-	-

Table 5 (Cont'd)

Size of Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Ontario Employees,
Second Quarter 1987

Average Annual Percent Increase	All Agreements		Agreements with COLA Clause		Agreements witho COLA Clause	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Non-manufacturing, excluding construction (cont'd)						
3.0 - 3.9 percent	7	2,763	1	270	6	2,493
4.0 - 4.9 percent	52	57,684	3	3,165	49	54,519
5.0 - 5.9 percent	26	29,930	2	2,974	24	26,956
6.0 - 6.9 percent	4	1,485	-	-	4	1,485
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-
Construction						
Total	14	8,628	-	-	14	8,628
No increase	1	1,000	-	-	1	1,000
Decrease	-	-	-	-	-	-
Increase	13	7,628	-	-	13	7,628
Under 2.0 percent	1	1,800	-	-	1	1,800
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	3	1,200	-	-	3	1,200
4.0 - 4.9 percent	-	-	-	-	-	-
5.0 - 5.9 percent	-	-	-	-	-	-
6.0 - 6.9 percent	-	-	-	-	-	-
7.0 - 7.9 percent	1	200	-	-	1	200
8.0 percent and over	8	4,428	-	-	8	4,428
Private sector						
Total	85	50,521	30	19,476	55	31,045
No increase	11	17,504	6	10,202	5	7,302
Decrease	-	-	-	-	-	-
Increase	74	33,017	24	9,274	50	23,743
Under 2.0 percent	12	8,497	7	3,357	5	5,140
2.0 - 2.9 percent	8	3,069	7	2,789	1	280
3.0 - 3.9 percent	13	4,665	5	1,433	8	3,232
4.0 - 4.9 percent	21	7,528	4	1,485	17	6,043
5.0 - 5.9 percent	7	2,270	-	-	7	2,270
6.0 - 6.9 percent	1	200	-	-	1	200
7.0 - 7.9 percent	2	650	-	-	2	650
8.0 percent and over	10	6,138	1	210	9	5,928
Public sector						
Total	82	89,129	5	6,139	77	82,990
No increase	-	-	-	-	-	-
Decrease	-	-	-	-	-	-
Increase	82	89,129	5	6,139	77	82,990
Under 2.0 percent	-	-	-	-	-	-
2.0 - 2.9 percent	-	-	-	-	-	-
3.0 - 3.9 percent	6	2,493	-	-	6	2,493
4.0 - 4.9 percent	48	55,876	3	3,165	45	52,711
5.0 - 5.9 percent	24	29,275	2	2,974	22	26,301
6.0 - 6.9 percent	4	1,485	-	-	4	1,485
7.0 - 7.9 percent	-	-	-	-	-	-
8.0 percent and over	-	-	-	-	-	-

Table 6

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Ontario Employees, Second Quarter 1986 - Second Quarter 1987

Year and Type of Agreement	Agreements	Employees	Percent Increase
Second Quarter 1986			
All agreements	179	238,648	4.3
Agreements with cost-of-living clause	29	19,915	3.2
Agreements without cost-of-living clause	150	218,733	4.4
All private sector agreements	85	102,419	4.3
Private sector agreements with cost-of-living clause	23	8,942	2.6
Private sector agreements without cost-of-living clause ..	62	93,477	4.4
All public sector agreements	94	136,229	4.2
Public sector agreements with cost-of-living clause	6	10,973	3.6
Public sector agreements without cost-of-living clause ...	88	125,256	4.3
Third Quarter 1986			
All agreements	87	100,571	4.6
Agreements with cost-of-living clause	17	10,980	2.8
Agreements without cost-of-living clause	70	89,591	4.8
All private sector agreements	49	50,416	4.1
Private sector agreements with cost-of-living clause	15	9,393	2.7
Private sector agreements without cost-of-living clause ..	34	41,023	4.5
All public sector agreements	38	50,155	5.1
Public sector agreements with cost-of-living clause	2	1,587	3.5
Public sector agreements without cost-of-living clause ...	36	48,568	5.1
Fourth Quarter 1986			
All agreements	209	107,164	3.9
Agreements with cost-of-living clause	18	10,542	2.4
Agreements without cost-of-living clause	191	96,622	4.1
All private sector agreements	54	33,462	2.7
Private sector agreements with cost-of-living clause	17	10,312	2.3
Private sector agreements without cost-of-living clause ..	37	23,150	2.8
All public sector agreements	155	73,702	4.4
Public sector agreements with cost-of-living clause	1	230	4.4
Public sector agreements without cost-of-living clause ...	154	73,472	4.4
First Quarter 1987			
All agreements	103	76,586	4.3
Agreements with cost-of-living clause	19	25,168	3.5
Agreements without cost-of-living clause	84	51,418	4.8
All private sector agreements	41	21,065	3.7
Private sector agreements with cost-of-living clause	15	7,208	1.9
Private sector agreements without cost-of-living clause ..	26	13,857	4.7
All public sector agreements	62	55,521	4.6
Public sector agreements with cost-of-living clause	4	17,960	4.2
Public sector agreements without cost-of-living clause ...	58	37,561	4.8
Second Quarter 1987			
All agreements	167	139,650	4.0
Agreements with cost-of-living clause	35	25,615	2.0
Agreements without cost-of-living clause	132	114,035	4.5
All private sector agreements	85	50,521	2.8
Private sector agreements with cost-of-living clause	30	19,476	1.2
Private sector agreements without cost-of-living clause ..	55	31,045	3.8
All public sector agreements	82	89,129	4.7
Public sector agreements with cost-of-living clause	5	6,139	4.6
Public sector agreements without cost-of-living clause ...	77	82,990	4.7

Table 7

Changes in Benefits in Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

Type of Benefit	Agreements		Employees	
	Number	Percent of Total	Number	Percent of Total
All Settlements	167	100.0	139,650	100.0
Settlements establishing or improving one or more benefits	161	96.4	137,543	98.5
Paid holidays	17	10.2	9,227	6.6
Paid vacations	64	38.3	62,483	44.7
Other paid leaves	49	29.3	42,771	30.6
Hospital and medical	71	42.5	60,888	43.6
Dental	96	57.5	68,288	48.9
Sickness and accident	40	24.0	28,131	20.1
Long term disability	21	12.6	26,565	19.0
Life insurance	60	35.9	42,252	30.3
Pensions	66	39.5	40,581	29.1
Other benefits	89	53.3	61,256	43.9
Settlements not changing any benefits	6	3.6	2,107	1.5

Note: Figures are non-additive. A settlement may establish or change more than one type of benefit.

Table 8

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

Duration of Negotiation	Total		Private Sector		Public Sector	
	Agree-ments	Employ-ees	Agree-ments	Employ-ees	Agree-ments	Employ-ees
Total	167	139,650	85	50,521	82	89,129
1-3 months	73	46,022	54	36,792	19	9,230
4-6 months	70	72,414	29	13,299	41	59,115
7-9 months	12	7,997	2	430	10	7,567
10-12 months	5	2,337	-	-	5	2,337
13 months and over	7	10,880	-	-	7	10,880

Table 9

Duration of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

State of Negotiation	Total		Private Sector		Public Sector	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	167	139,650	85	50,521	82	89,129
Direct bargaining	76	80,145	31	24,850	45	55,295
Conciliation	23	20,473	9	3,747	14	16,726
Post-conciliation bargaining ..	12	6,352	8	4,915	4	1,437
Mediation	34	17,759	26	12,376	8	5,383
Post-mediation bargaining	3	4,070	1	570	2	3,500
Arbitration	5	4,721	-	-	5	4,721
Work Stoppage	11	4,513	10	4,063	1	450
Other	3	1,617	-	-	3	1,617

Table 10

Duration and Stages of Negotiations of Settlements of Collective Bargaining Agreements
Covering 200 or More Ontario Employees, Second Quarter 1987

Stage of Negotiation	Duration of Negotiation											
	Total		1-3 Months		4-6 Months		7-9 Months		10-12 Months		13 Months & Over	
	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees	Agree- ments	Employ- ees
Total	167	139,650	73	46,022	70	72,414	12	7,997	5	2,337	7	10,880
Direct bargaining	76	80,145	42	31,161	32	43,914	2	5,070	-	-	-	-
Conciliation	23	20,473	6	2,094	13	17,148	4	1,231	-	-	-	-
Post-conciliation bargaining	12	6,352	4	1,718	5	3,634	2	740	-	-	1	260
Mediation	34	17,759	15	8,419	14	5,265	1	210	2	720	2	3,145
Post-mediation bargaining.....	3	4,070	1	570	-	-	-	-	-	-	2	3,500
Arbitration	5	4,721	-	-	-	-	3	746	-	-	2	3,975
Work stoppage	11	4,513	5	2,060	6	2,453	-	-	-	-	-	-
Other	3	1,617	-	-	-	-	-	-	3	1,617	-	-



WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1987

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

January 1988

Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Tables 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
January, 1988

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter 1987

During the third quarter of 1987, settlements were negotiated in 98 collective agreements covering 200 or more Ontario employees. A total of 94,015 employees were affected by these settlements, concentrated in transportation equipment, transport and communications, education, and provincial administration.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 3.8 percent annually over the term of the agreements, down from 4.1 percent for settlements in the second quarter of 1987. (See Chart 1 and Tables 1 and 6).

The predominant increases provided in the third quarter settlements averaged 4.0-4.9 percent a year over the term of the agreements, and were received by 41 percent of the employees covered by 37 percent of the agreements. Twenty-nine percent of the employees received less than 3 percent a year under 11 agreements, 13 percent of the employees received increases averaging 3.0-3.9 percent a year under 23 agreements, and 17 percent of the employees received increases averaging more than 5 percent a year under 28 agreements. (See Table 5).

Manufacturing. The third quarter settlements covered 26,441 employees under 31 agreements in manufacturing industries. Wage increases in these settlements averaged 3.1 percent a year over the term of the agreements compared to 2.0 percent in the second quarter of 1987. Thirty-six percent of the employees received increases of less than 2 percent a year over the term of 2 agreements; 46 percent received increases averaging 2.0-3.9 percent a year under 17 agreements; 12 percent covered by 8 agreements won increases averaging 4.0-5.9 percent a year; and 5 percent received increases averaging more than 6 percent under 4 agreements. (See Tables 1 and 5).

Non-manufacturing. Settlements in non-manufacturing industries covered 67,574 employees under 67 agreements. They provided increases averaging 4.0 percent a year. Seventy percent of the employees covered by 64 percent of the agreements received increases averaging 4.0-5.9 percent a year over the term of the agreement; 25 percent received increases of less than 4 percent a year under 15 agreements; and 5 percent won increases averaging more than 6 percent a year under 9 agreements. (See Tables 1 and 5).

Private sector. The third quarter settlements included 44 agreements covering 34,609 employees in private industry. These settlements provided increases averaging 2.9 percent a year over the term of the agreements, up from 2.8 percent in the second quarter of 1987. Twenty-four percent of the employees covered by 36 percent of the agreements received increases averaging 3.0-3.9 percent a year over the term of the agreement; 55 percent received less than 3 percent a year under 9 agreements; and 21 percent won increases averaging more than 4 percent a year under 19 agreements. (See Tables 5 and 6).

Public Sector. Settlements in 54 agreements covered 59,406 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 4.2 percent a year over the term of the agreements, down from 4.7 percent in the second quarter of 1987. Sixty percent of the employees covered by 52 percent of the agreements received increases averaging 4.0-4.9 percent a year over the term of the agreements, 20 percent covered by 9 agreements received less than 4 percent, 16 percent covered by 19 percent of the agreements received increases averaging 5.0-5.9 percent, and 4 percent covered by 7 agreements received more than 6 percent. (See Tables 5 and 6).

Settlements with Cost-of-Living Clauses

Cost-of-living allowance (COLA) clauses were provided for 30,026 employees under 15 agreements, of which 14 were continued from the previous agreements and one was previously inoperative. Nine of the agreements covered 16,970 employees in manufacturing industries and 6 covered the remaining 13,056 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 1.6 percent a year over the term of the agreements, down from 2.0 percent in the second quarter of 1987. Two of the agreements provided increases of less than 2.0 percent a year over the term of the agreements, 8 agreements provided increases between 2.0 and 3.9 percent, one agreement provided 5.0-5.9 percent, and the remaining 4 agreements provided no increase. Private sector agreements with COLA provided increases averaging 2.0 percent per year, while the two public sector agreements provided an average 0.7 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Five agreements provide adjustments at the rate of 1 cent an hour for each 0.3-0.35 point rise in the 1971=100 CPI, covering 6,190 employees. Three agreements using the 1961 base provide adjustments of 1 cent an hour for each 0.35 point rise in the CPI. Two agreements provide percentage adjustments based on the percentage increase in the CPI.

The formulas will be applied quarterly in 13 agreements covering 28,507 employees, and once during the term of two agreements covering 1,519 employees.

Settlements in the 83 agreements without COLA clauses provided increases averaging 4.8 percent a year over the term of the agreements, up from 4.5 percent in the second quarter of 1987. Sixty-one percent of the 63,989 employees covered received increases under 4.3 percent of the agreements averaging 4.0-4.9 percent a year over the term of the agreements; 10,206 employees received increases of less than 4.0 percent a year under 20 agreements; 16 percent of the employees received increases of 5.0-5.9 percent a year under 14 agreements; and 4,511 gained increases averaging more than 6 percent a year under 13 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 94 agreements covering 76,735 employees. Dental, hospital and medical plans, paid vacation and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 68 agreements covering 66,440 employees, mostly consisting of the updating of benefit fee schedules.

The most prevalent changes in paid vacations, made in 44 agreements covering 31,790 employees, involved reductions in the years of service required for 4 weeks and 5 weeks of vacation.

Negotiations

The third quarter settlements were reached in an average of 5.3 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 4.5 months in the second quarter of 1987. Thirty-one percent of the settlements covering 30 percent of the employees were concluded in 1-3 months, and 41 percent covering 32 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 26 percent of the agreements covering 37 percent of the employees, and more than a year in 3 agreements covering 2 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 4.4 months to complete, compared with an average of 6.0 months for the public sector settlements. All but 7 private sector settlements covering 3,221 employees were reached in 6 months or less, compared with 39 percent of the public sector settlements covering 55 percent of the employees reached after 6 or more months. Three public sector settlements covering 1,655 employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 30 percent of the agreements covering 21 percent of the employees. Government assistance was needed in the remaining negotiations, including 17 agreements covering 30,195 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1985 to Third Quarter 1987

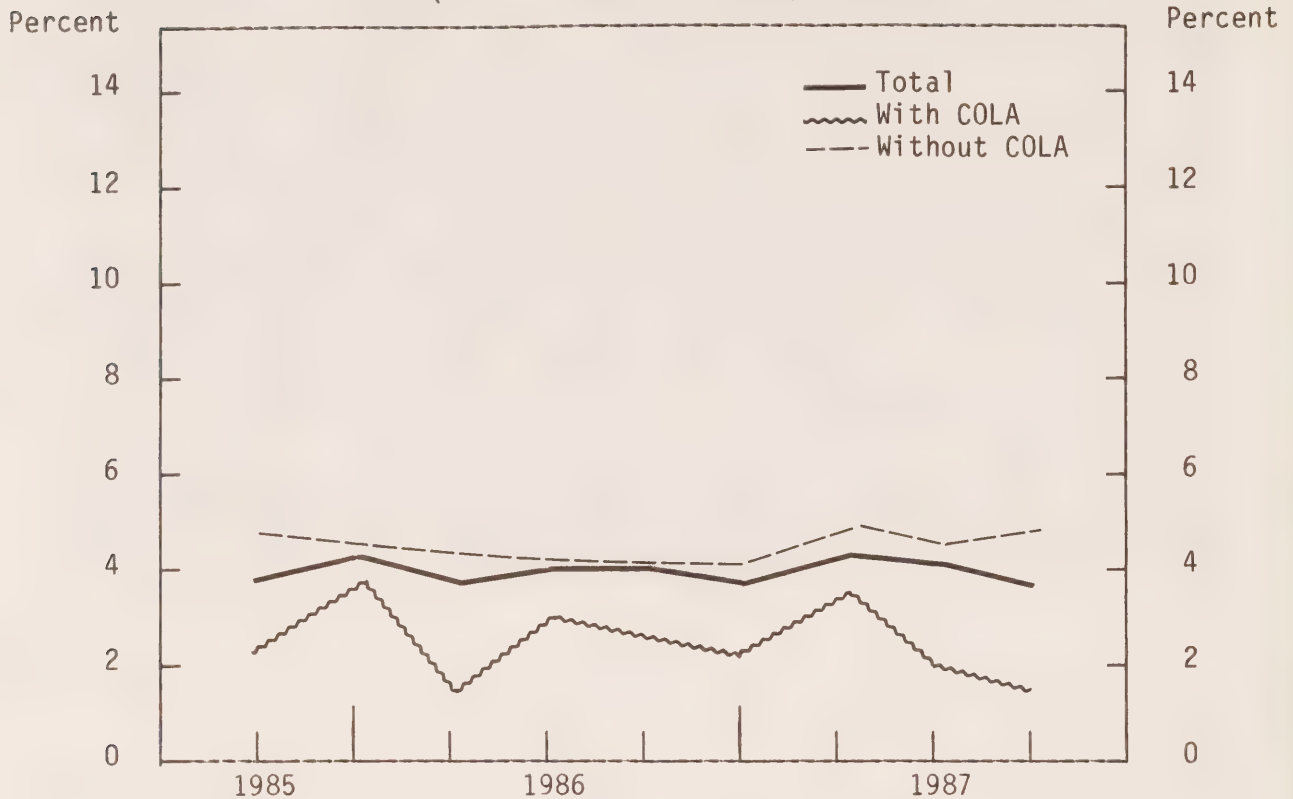
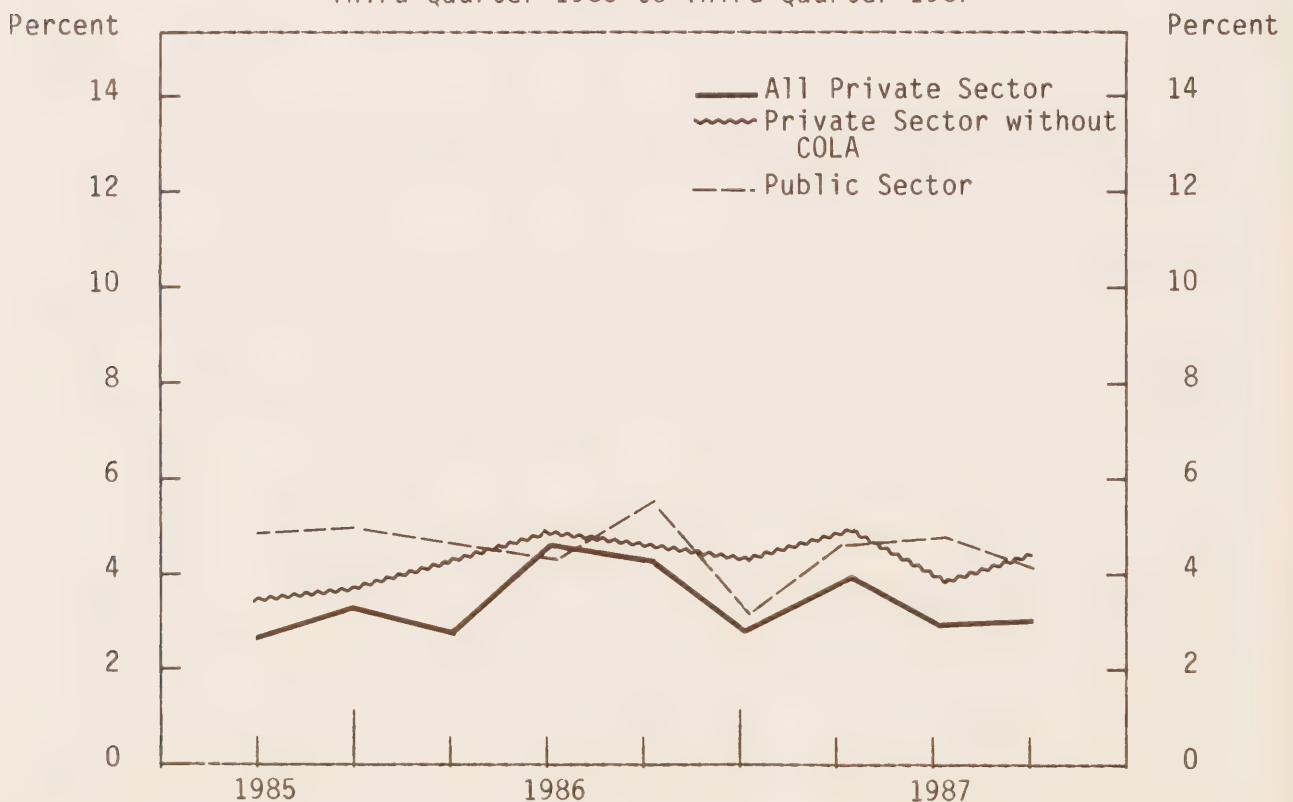


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1985 to Third Quarter 1987



AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY

5

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	98	94,015	3.8	40.9	15	30,026	1.6	22.4	83	63,989	4.8	49.6
ALL INDUSTRIES (EXCL CONST)...	98	94,015	3.8	40.9	15	30,026	1.6	22.4	83	63,989	4.8	49.6
MANUFACTURING	31	26,441	3.1	38.1	9	16,970	2.3	32.8	22	9,471	4.3	47.7
FOOD, BEVERAGES	5	2,449	4.7	47.6	1	350	3.2	30.0	4	2,099	4.9	50.5
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	2	785	7.3	55.6	-	-	-	-	2	785	7.3	55.6
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	8	3,888	3.1	45.4	-	-	-	-	8	3,888	3.1	45.4
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	1	600	3.5	34.0	-	-	-	-	1	600	3.5	34.0
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	5	14,252	2.2	32.5	4	14,050	2.1	32.0	1	202	6.6	67.5
ELECTRICAL PRODUCTS	7	3,502	4.1	44.0	2	1,830	3.6	41.6	5	1,672	4.7	46.5
NON-METALLIC MINERALS	1	500	3.5	36.7	1	500	3.5	36.7	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	240	1.3	13.3	1	240	1.3	13.3	-	-	-	-
MISCELLANEOUS MFG	1	225	6.3	60.0	-	-	-	-	1	225	6.3	60.0
NON-MANUFACTURING(EXCL CONST)	67	67,574	4.0	42.0	6	13,056	0.6	8.8	61	54,518	4.8	49.9
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	3	2,511	0.6	7.7	3	2,511	0.6	7.7	-	-	-	-
TRANSPORTATION	7	10,901	4.3	45.8	-	-	-	-	7	10,901	4.3	45.8
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	1	7,852	0.0	0.0	1	7,852	0.0	0.0	-	-	-	-
ELECTRIC, GAS, WATER	1	225	4.9	39.4	-	-	-	-	1	225	4.9	39.4
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	3	800	4.1	24.0	-	-	-	-	3	800	4.1	24.0
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	22	15,933	5.4	62.4	1	1,116	5.5	85.9	-	-	-	-
HEALTH, WELFARE SERVICES	6	1,702	6.6	55.9	-	-	-	-	21	14,817	5.4	60.6
RECREATIONAL SERVICES	1	330	4.8	27.0	-	-	-	-	6	1,702	6.6	55.9
MANAGEMENT SERVICES	2	802	3.0	28.4	-	-	-	-	1	330	4.8	27.0
PERSONAL SERVICES	1	925	5.0	26.0	-	-	-	-	2	802	3.0	28.4
MISCELLANEOUS SERVICES	1	200	6.3	35.0	-	-	-	-	1	925	5.0	26.0
FEDERAL ADMINISTRATION	3	1,810	3.4	41.5	-	-	-	-	1	200	6.3	35.0
PROVINCIAL ADMINISTRATION	2	16,456	4.9	45.4	-	-	-	-	3	1,810	3.4	41.5
LOCAL ADMINISTRATION	12	5,250	4.6	58.6	-	-	-	-	2	16,456	4.9	45.4
CONSTRUCTION	-	-	-	-	-	-	-	-	12	5,250	4.6	58.6

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	17	23,698	4.8	49.7	51	35,164	4.8	51.5	30	35,153	2.0	24.4
ALL INDUSTRIES (EXCL CONST).	17	23,698	4.8	49.7	51	35,164	4.8	51.5	30	35,153	2.0	24.4
MANUFACTURING	1	202	6.6	67.5	12	6,204	4.6	45.4	18	20,035	2.5	35.6
FOOD, BEVERAGES	-	-	-	-	3	1,749	4.2	44.0	2	700	5.8	56.5
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	2	785	7.3	55.6	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	8	3,888	3.1	45.4
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	1	600	3.5	34.0	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	202	6.6	67.5	-	-	-	-	4	14,050	2.1	32.0
ELECTRICAL PRODUCTS	-	-	-	-	5	2,845	4.2	44.8	2	657	3.6	40.3
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	1	500	3.5	36.7
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	1	240	1.3	13.3
MISCELLANEOUS MFG	-	-	-	-	1	225	6.3	60.0	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	16	23,496	4.7	49.5	39	28,960	4.8	52.8	12	15,118	1.3	9.6
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	3	2,511	0.6	7.7
TRANSPORTATION	1	1,000	0.0	0.0	5	9,301	4.4	49.2	1	600	10.7	68.4
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	1	7,852	0.0	0.0
ELECTRIC, GAS, WATER	-	-	-	-	1	225	4.9	39.4	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	3	800	4.1	24.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	12	5,795	5.2	69.3	9	9,838	5.5	59.5	1	300	4.0	20.3
HEALTH, WELFARE SERVICES	-	-	-	-	5	1,337	7.1	59.4	1	365	4.7	43.0
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	1	330	4.8	27.0
MANAGEMENT SERVICES	-	-	-	-	2	802	3.0	28.4	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	1	925	5.0	26.0
MISCELLANEOUS SERVICES	-	-	-	-	1	200	6.3	35.0	-	-	-	-
FEDERAL ADMINISTRATION	1	245	3.2	59.2	2	1,565	3.4	38.8	-	-	-	-
PROVINCIAL ADMINISTRATION	2	16,456	4.9	45.4	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	10	4,592	4.6	60.5	2	658	4.5	45.3
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-

[illegible]

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	17	23,698	4.8	49.7	48	32,298	4.8	50.9	18	7,993	4.5	44.0
ALL INDUSTRIES (EXCL CONST).	17	23,698	4.8	49.7	48	32,298	4.8	50.9	18	7,993	4.5	44.0
MANUFACTURING	1	202	6.6	67.5	10	4,454	5.0	47.6	11	4,815	3.6	46.9
FOOD, BEVERAGES	-	-	-	-	2	1,399	4.5	47.5	2	700	5.8	56.5
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	2	785	7.3	55.6	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	8	3,888	3.1	45.4
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	1	600	3.5	34.0	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	202	6.6	67.5	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	4	1,445	4.8	47.0	1	227	4.3	43.3
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	1	225	6.3	60.0	-	-	-	-
NON MANUFACTURING(EXCL CONST)	16	23,496	4.7	49.5	38	27,844	4.8	51.4	7	3,178	5.8	39.5
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	1	1,000	0.0	0.0	5	9,301	4.4	49.2	1	600	10.7	68.4
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	1	225	4.9	39.4	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	3	800	4.1	24.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	12	5,795	5.2	69.3	8	8,722	5.5	56.2	1	300	4.0	20.3
HEALTH, WELFARE SERVICES	-	-	-	-	5	1,337	7.1	59.4	1	365	4.7	43.0
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	1	330	4.8	27.0
MANAGEMENT SERVICES	-	-	-	-	2	802	3.0	28.4	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	1	925	5.0	26.0
MISCELLANEOUS SERVICES	-	-	-	-	1	200	6.3	35.0	-	-	-	-
FEDERAL ADMINISTRATION	1	245	3.2	59.2	2	1,565	3.4	38.8	-	-	-	-
PROVINCIAL ADMINISTRATION	2	16,456	4.9	45.4	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	10	4,592	4.6	60.5	2	658	4.5	45.3
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE			
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES	98	94,015	15	30,026	83	63,989						
TOTAL												
NO INCREASE	5	12,537	4	11,537	1	1,000						
UNDER 2.0 PERCENT	2	9,640	2	9,640	.	.						
2.0 - 2.9 PERCENT	4	4,977	3	4,650	1	327						
3.0 - 3.9 PERCENT	23	11,962	5	3,083	18	8,879						
4.0 - 4.9 PERCENT	36	38,814	.	.	36	38,814						
5.0 - 5.9 PERCENT	15	11,574	1	1,116	14	10,458						
6.0 - 6.9 PERCENT	5	1,497	.	.	5	1,497						
7.0 - 7.9 PERCENT	2	861	.	.	2	861						
8.0 PERCENT AND OVER	6	2,153	.	.	6	2,153						
TOTAL	31	26,441	9	16,970	22	9,471						
MANUFACTURING												
UNDER 2.0 PERCENT	2	9,640	2	9,640	.	.						
2.0 - 2.9 PERCENT	3	4,650	3	4,650	.	.						
3.0 - 3.9 PERCENT	14	7,618	4	2,680	10	4,938						
4.0 - 4.9 PERCENT	4	1,911	.	.	4	1,911						
5.0 - 5.9 PERCENT	4	1,255	.	.	4	1,255						
6.0 - 6.9 PERCENT	3	907	.	.	3	907						
8.0 PERCENT AND OVER	1	460	.	.	1	460						
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	67	67,574	6	13,056	61	54,518						
NO INCREASE	5	12,537	4	11,537	1	1,000						
2.0 - 2.9 PERCENT	1	327	.	.	1	327						

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	3.0 - 3.9 PERCENT	9	4,344	1	403	8
	4.0 - 4.9 PERCENT	32	36,903	.	.	32
	5.0 - 5.9 PERCENT	11	10,319	1	1,116	10
	6.0 - 6.9 PERCENT	2	590	.	.	2
	7.0 - 7.9 PERCENT	2	861	.	.	2
	8.0 PERCENT AND OVER	5	1,693	.	.	5
	TOTAL	44	34,609	13	21,058	31
PRIVATE SECTOR	NO INCREASE	4	4,685	3	3,685	1
	UNDER 2.0 PERCENT	2	9,640	2	9,640	.
	2.0 - 2.9 PERCENT	3	4,650	3	4,650	.
	3.0 - 3.9 PERCENT	16	8,271	5	3,083	11
	4.0 - 4.9 PERCENT	8	3,016	.	.	8
	5.0 - 5.9 PERCENT	5	2,180	.	.	5
	6.0 - 6.9 PERCENT	4	1,107	.	.	4
PUBLIC SECTOR	8.0 PERCENT AND OVER	2	1,060	.	.	2
	TOTAL	54	59,406	2	8,968	52
	NO INCREASE	1	7,852	1	7,852	.
	2.0 - 2.9 PERCENT	1	327	.	.	1
	3.0 - 3.9 PERCENT	7	3,691	.	.	7
	4.0 - 4.9 PERCENT	28	35,798	.	.	28
	5.0 - 5.9 PERCENT	10	9,394	1	1,116	9

(CONTINUED)

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
PUBLIC SECTOR						
6.0 - 6.9 PERCENT	1	390	.	.	1	390
7.0 - 7.9 PERCENT	2	861	.	.	2	861
8.0 PERCENT AND OVER	4	1,093	.	.	4	1,093

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1986
TO THIRD QUARTER OF 1987

	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE		
	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT
THIRD QUARTER 1986									
ALL AGREEMENTS	95	104,296	4.6	17	10,980	2.8	78	93,316	4.8
PRIVATE SECTOR	53	52,493	4.1	15	9,393	2.7	38	43,100	4.4
PUBLIC SECTOR	42	51,803	5.1	2	1,587	3.5	40	50,216	5.1
FOURTH QUARTER 1986									
ALL AGREEMENTS	211	108,348	3.9	19	10,996	2.5	192	97,352	4.1
PRIVATE SECTOR	55	34,259	2.7	18	10,766	2.4	37	23,493	2.9
PUBLIC SECTOR	156	74,089	4.4	1	230	4.4	155	73,859	4.4
FIRST QUARTER 1987									
ALL AGREEMENTS	109	79,569	4.4	19	25,168	3.5	90	54,401	4.8
PRIVATE SECTOR	44	22,345	3.7	15	7,208	1.9	29	15,137	4.6
PUBLIC SECTOR	65	57,224	4.6	4	17,960	4.2	61	39,264	4.8
SECOND QUARTER 1987									
ALL AGREEMENTS	182	146,301	4.1	36	26,085	2.0	146	120,216	4.5
PRIVATE SECTOR	89	51,926	2.8	31	19,946	1.1	58	31,980	3.9
PUBLIC SECTOR	93	94,375	4.7	5	6,139	4.6	88	88,236	4.7
THIRD QUARTER 1987									
ALL AGREEMENTS	98	94,015	3.8	15	30,026	1.6	83	63,989	4.8
PRIVATE SECTOR	44	34,609	2.9	13	21,058	2.0	31	13,551	4.4
PUBLIC SECTOR	54	59,406	4.2	2	8,968	0.7	52	50,438	4.9

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	98	100.0	94015	100.0
CHANGES IN ONE OR MORE BENEFITS	94	95.9	76735	81.6
PAID HOLIDAYS	4	4.1	1893	2.0
PAID VACATION	44	44.9	31790	33.8
OTHER PAID LEAVES	24	24.5	20603	21.9
HOSPITAL AND MEDICAL	64	65.3	63496	67.5
DENTAL	68	69.4	66440	70.7
SICKNESS AND ACCIDENT	16	16.3	18124	19.3
LONG TERM DISABILITY	15	15.3	32801	34.9
LIFE INSURANCE	35	35.7	42155	44.8
PENSIONS	31	31.6	28865	30.7
OTHER BENEFITS	61	62.2	58510	62.2
SETTLEMENTS NOT CHANGING ANY BENEFITS	3	3.1	1124	1.2
SETTLEMENTS FOR WAGES ONLY *	1	1.0	16156	17.2

*BENEFITS NEGOTIATED SEPARATELY. FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	98	94,015	44	34,609	54	59,406
1-3 MONTHS	30	27,921	19	23,148	11	4,773
4-6 MONTHS	40	29,922	18	8,240	22	21,682
7-9 MONTHS	19	31,261	5	2,419	14	28,842
10-12 MONTHS	6	3,256	2	802	4	2,454
13 MONTHS AND OVER	3	1,655	.	.	3	1,655

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
BY SECTOR

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	98	94,015	44	34,609	54	59,406
DIRECT BARGAINING	29	19,608	2	577	27	19,031
CONCILIATION	12	4,355	6	2,231	6	2,124
POST CONCILIATION BARGAINING	5	1,608	1	300	4	1,308
MEDIATION	27	35,614	18	8,913	9	26,701
POST MEDIATION BARGAINING	3	770	2	525	1	245
ARBITRATION	5	1,865	.	.	5	1,865
WORK STOPPAGE	17	30,195	15	22,063	2	8,132

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987

STAGE OF SETTLEMENT	TOTAL		1-3 MONTHS		4-6 MONTHS		7-9 MONTHS		10-12 MONTHS		13 MONTHS AND OVER	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	98	94,015	30	27,921	40	29,922	19	31,261	6	3,256	3	1,655
DIRECT BARGAINING	29	19,608	9	4,285	12	11,293	4	1,586	3	2,144	1	300
CONCILIATION	12	4,355	7	2,439	3	840	2	1,076	.	.	.	.
POST CONCILIATION BARGAINING	5	1,608	.	.	4	1,400	1	208	.	.	.	.
MEDIATION	27	35,614	2	1,497	15	13,221	8	19,166	1	600	1	1,130
POST MEDIATION BARGAINING	3	770	1	200	1	325	1	245	.	.	.	.
ARBITRATION	5	1,865	2	1,128	2	512	1	225
WORK STOPPAGE	17	30,195	11	19,500	5	2,843	1	7,852

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1987

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

March 1988

Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1987. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration and stages of negotiations at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
March, 1988

Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter 1987

During the fourth quarter of 1987, settlements were negotiated in 113 collective agreements covering 200 or more Ontario employees. A total of 120,914 employees were affected by these settlements, concentrated in transportation equipment and education and related services.

Wage Adjustments

The fourth quarter settlements provided increases on base wage rates averaging 3.5 percent annually over the term of the agreements, down from 3.7 percent for settlements in the third quarter of 1987. (See Chart 1 and Tables 1 and 6).

The predominant increases provided in the fourth quarter settlements averaged under 2.0 percent a year over the term of the agreements, and were received by 47 percent of the employees covered by 14 percent of the agreements. Twenty-six percent of the employees received 2.0-4.9 percent a year under 59 agreements, 21 percent of the employees received increases averaging 5.0-5.9 percent a year under 23 agreements, and 7 percent of the employees received increases averaging 6 percent or more a year under 15 agreements. (See Table 5).

Manufacturing. The fourth quarter settlements covered 71,396 employees under 54 agreements in manufacturing industries. Wage increases in these settlements averaged 2.4 percent a year over the term of the agreements, compared to 3.1 percent in the third quarter of 1987. Seventy-seven percent of the employees received increases of less than 2 percent a year over the term of 11 agreements; 16 percent received increases averaging 3.0-4.9 percent a year under 27 agreements; and 2 percent received increases averaging 6 percent or more under 4 agreements. (See Tables 1 and 5).

Non-manufacturing. Settlements in non-manufacturing industries covered 49,218 employees under 58 agreements. They provided increases averaging 5.0 percent a year. Forty-seven percent of the employees covered by 29 percent of the agreements received increases averaging 5.0-5.9 percent a year over the term of the agreement; 24 percent received increases of 4.0-4.9 percent a year under 17 agreements; and 14 percent won increases averaging 6 percent or more a year under 11 agreements. (See Tables 1 and 5).

Private sector. The fourth quarter settlements included 63 agreements covering 75,480 employees in private industry. These settlements provided increases averaging 2.5 percent a year over the term of the agreements, down from 3.0 percent in the third quarter of 1987. Seventy-five percent of the employees covered by 24 percent of the agreements received increases averaging less than 2 percent a year over the term of the agreement; 16 percent received 3.0-4.9 percent a year under 30 agreements; and 5 percent won increases averaging 5 percent or more a year under 12 agreements. (See Tables 5 and 6).

Public Sector. Settlements in 50 agreements covered 45,434 employees in federal, provincial and local government employment, education and related services, health and welfare services, and government agencies. These settlements provided increases averaging 5.2 percent a year over the term of the agreements, up from 4.2 percent in the third quarter of 1987. Fifty percent of the employees covered by 32 percent of the agreements received increases averaging 5.0-5.9 percent a year over the term of the agreements, 24 percent covered by 16 agreements received 4.0-4.9 percent, and 14 percent covered by 10 agreements received 6 percent or more. (See Tables 5 and 6).

Cost-of-Living Clauses

Cost-of-living allowance (COLA) clauses were provided for 62,785 employees under 26 agreements. Twenty of the agreements covered 58,241 employees in manufacturing industries and 6 covered the remaining 4,544 employees in non-manufacturing industries.

The COLA settlements provided increases averaging 2.2 percent a year over the term of the agreements, up from 1.6 percent in the third quarter of 1987. Ten of the agreements provided increases of less than 2.0 percent a year over the term of the agreements, 10 agreements provided increases between 2.0 and 3.9 percent, 5 agreements provided 4.0-5.9 percent, and the remaining agreement provided 6.0-6.9 percent. Private sector agreements with COLA provided increases averaging 2.0 percent per year, while the 6 public sector agreements provided an average 4.3 percent per year. (See Tables 1, 5 and 6).

The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Settlements in the 87 agreements without COLA clauses provided increases averaging 4.9 percent a year over the term of the agreements, up from 4.7 percent in the third quarter of 1987. Thirty-nine percent of the 58,129 employees covered received increases under 25 percent of the agreements averaging 5.0-5.9 percent a year over the term of the agreements; 3,212 employees received increases of less than 3.0 percent a year under 7 agreements; 16 percent of the employees received increases of 3.0-3.9 percent a year under 17 agreements; 26 percent of the employees received increases of 4.0-4.9 percent a year under 31 percent of the agreements; and 7,670 gained increases averaging 6.0 percent or more a year under 14 agreements. (See Tables 1, 5 and 6).

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 105 agreements covering 113,534 employees. Dental, hospital and medical plans, pension plans and life insurance were the benefits most affected. (See Table 7).

The most common changes in insurance plans involved improvements in dental care plans in 69 agreements covering 99,124 employees, mostly consisting of the updating of benefit fee schedules, and increasing the maximum claims.

Negotiations

The fourth quarter settlements were reached in an average of 5.7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, compared with 5.3 months in the third quarter of 1987. Thirty-five percent of the settlements covering 58 percent of the employees were concluded in 1-3 months, and 31 percent covering 14 percent of the employees were completed in 4-6 months. Negotiations lasted 7-12 months in 29 percent of the agreements covering 20 percent of the employees, and more than a year in 6 agreements covering 8 percent of the employees. (See Tables 8, 9 and 10).

Negotiations of the private sector settlements took an average of 3.9 months to complete, compared with an average of 8.0 months for the public sector settlements. All but 11 private sector settlements covering 4,577 employees were reached in 6 months or less, compared with 56 percent of the

public sector settlements covering 64 percent of the employees reached after 6 or more months. Six public sector settlements covering 9,830 employees were reached after 13 or more months of negotiations.

Settlements were reached by the parties without outside assistance in 33 percent of the agreements covering 22 percent of the employees. Government assistance was needed in the remaining negotiations, including 14 agreements covering 14,289 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1985 to Fourth Quarter 1987

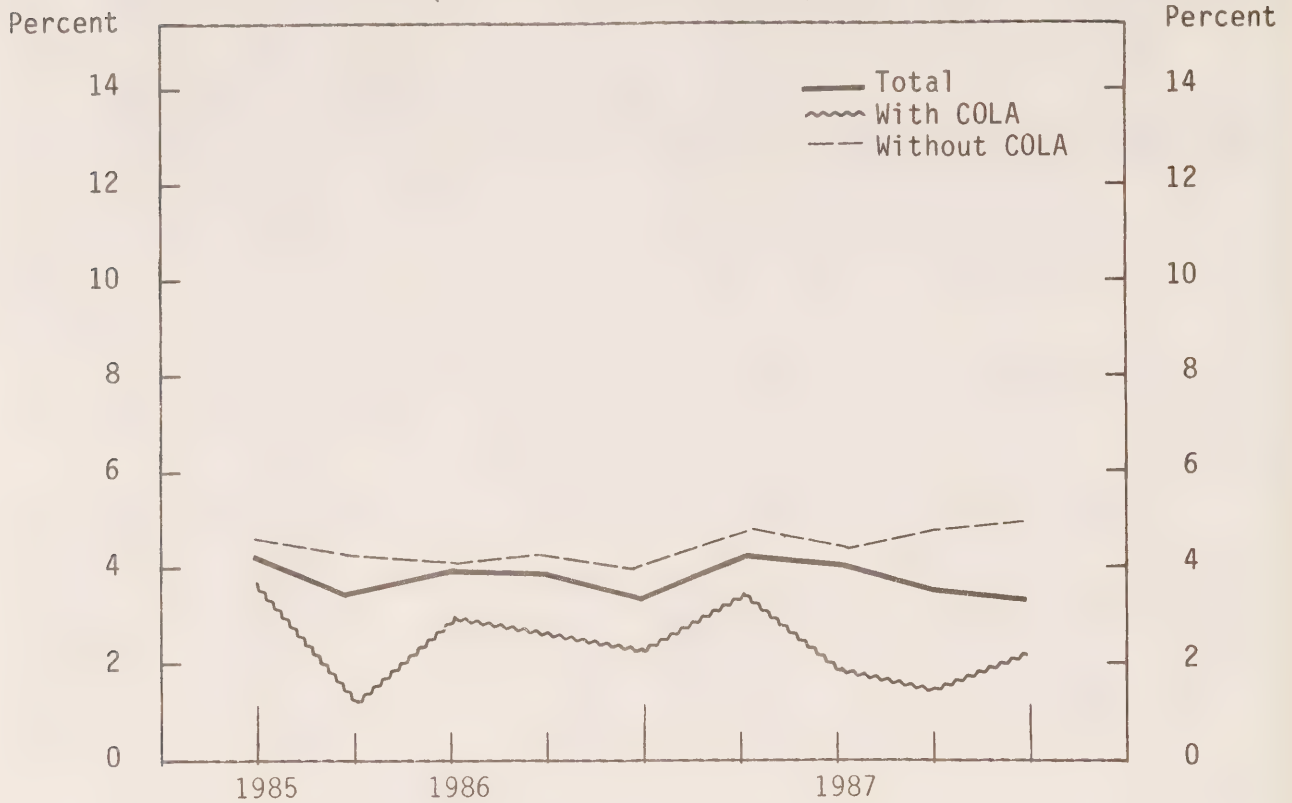


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1985 to Fourth Quarter 1987



TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	113	120,914	3.5	47.3	26	62,785	2.2	32.5	87	58,129	4.9	63.2
ALL INDUSTRIES (EXCL CONST) ..	112	120,614	3.5	47.2	26	62,785	2.2	32.5	86	57,829	4.9	63.1
MANUFACTURING	54	71,396	2.4	32.6	20	58,241	2.0	29.9	34	13,155	4.3	44.4
FOOD, BEVERAGES	2	560	5.0	52.0	-	-	-	-	2	560	5.0	52.0
TOBACCO	1	400	5.3	62.5	-	-	-	-	1	400	5.3	62.5
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	2	530	2.9	21.8	-	-	-	-	2	530	2.9	21.8
TEXTILES	2	815	4.3	37.9	-	-	-	-	2	815	4.3	37.9
KNITTING MILLS	1	230	5.7	36.7	-	-	-	-	1	230	5.7	36.7
CLOTHING	1	300	4.0	20.5	-	-	-	-	1	300	4.0	20.5
WOOD	4	1,086	3.5	40.9	1	311	1.9	20.0	3	775	4.1	49.2
FURNITURE, FIXTURES	2	570	2.5	22.7	-	-	-	-	2	570	2.5	22.7
PAPER	9	4,155	3.4	45.1	-	-	-	-	9	4,155	3.4	45.1
PRINTING, PUBLISHING	2	663	5.3	49.2	-	-	-	-	2	663	5.3	49.2
PRIMARY METALS	2	503	2.0	21.4	2	503	2.0	21.4	-	-	-	-
FABRICATED METALS	2	478	1.8	20.5	2	478	1.8	20.5	-	-	-	-
MACHINERY	3	1,363	2.0	24.4	2	948	1.0	13.2	1	415	4.1	50.0
TRANSPORTATION EQUIP	14	56,008	2.1	30.4	9	54,233	2.0	30.1	5	1,775	5.1	39.9
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	3	1,600	4.7	46.6	2	1,080	3.4	42.7	1	520	7.6	54.8
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	2	850	3.6	38.4	1	377	1.5	25.0	1	473	5.2	49.0
MISCELLANEOUS MFG	2	1,285	4.6	57.9	1	311	4.2	49.2	1	974	4.8	60.7
NON-MANUFACTURING (EXCL CONST)	58	49,218	5.0	68.3	6	4,544	4.3	65.4	52	44,674	5.1	68.6
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	5	2,837	4.1	63.9	1	673	3.8	48.7	4	2,164	4.2	68.7
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	235	4.2	52.0	1	235	4.2	52.0	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	2	1,700	1.8	15.4	-	-	-	-	2	1,700	1.8	15.4
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	39	35,964	5.4	75.7	4	3,636	4.4	69.4	35	32,328	5.5	76.4
HEALTH, WELFARE SERVICES	3	870	5.3	46.7	-	-	-	-	3	870	5.3	46.7
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	1	373	1.2	16.2	-	-	-	-	1	373	1.2	16.2
PERSONAL SERVICES	3	920	3.4	17.4	-	-	-	-	3	920	3.4	17.4
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	2	1,638	3.5	40.8	-	-	-	-	2	1,638	3.5	40.8
PROVINCIAL ADMINISTRATION	1	3,436	4.5	54.0	-	-	-	-	1	3,436	4.5	54.0
LOCAL ADMINISTRATION	1	1,245	5.0	86.2	-	-	-	-	1	1,245	5.0	86.2
CONSTRUCTION	1	300	4.4	86.5	-	-	-	-	1	300	4.4	86.5

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE YEAR AGREEMENTS				TWO YEAR AGREEMENTS				THREE YEAR AGREEMENTS				FOUR YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	16	12,155	4.9	62.8	48	30,528	5.1	64.7	48	77,956	2.6	38.2	1	275	1.7	10.0
ALL INDUSTRIES (EXCL CONST).	16	12,155	4.9	62.8	47	30,228	5.1	64.5	48	77,956	2.6	38.2	1	275	1.7	10.0
MANUFACTURING	1	295	4.7	40.0	17	5,922	4.6	41.7	36	65,179	2.2	31.8	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	1	330	4.5	55.0	1	230	5.6	47.7	-	-	-	-
TOBACCO	-	-	-	-	1	400	5.3	62.5	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	300	2.7	18.0	1	230	3.2	26.7	-	-	-	-
TEXTILES	-	-	-	-	1	400	3.9	32.2	1	415	4.7	43.3	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	1	230	5.7	36.7	-	-	-	-
CLOTHING	-	-	-	-	1	300	4.0	20.5	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	1	311	1.9	20.0	3	775	4.1	49.2	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	220	4.7	43.0	1	350	1.2	10.0	-	-	-	-
PAPER	-	-	-	-	2	585	4.6	46.7	7	3,570	3.2	44.8	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	1	300	6.0	48.3	1	363	4.7	49.9	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	2	503	2.0	21.4	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	2	478	1.8	20.5	-	-	-	-
MACHINERY	-	-	-	-	2	963	2.3	29.5	1	400	1.1	12.0	-	-	-	-
TRANSPORTATION EQUIP	1	295	4.7	40.0	3	820	6.2	50.7	10	54,893	2.0	30.1	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	520	7.6	54.8	2	1,080	3.4	42.7	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	473	5.2	49.0	1	377	1.5	25.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	2	1,285	4.6	57.9	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	15	11,860	4.9	63.3	30	24,306	5.2	70.0	12	12,777	4.8	71.0	1	275	1.7	10.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	2	1,214	3.3	67.1	3	1,623	4.8	61.5	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	1	235	4.2	52.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	1	900	1.9	17.5	1	800	1.8	13.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	10	6,064	5.1	69.1	22	19,866	5.7	76.2	7	10,034	5.0	78.6	-	-	-	-
HEALTH, WELFARE SERVICES	2	480	5.8	50.2	1	390	4.8	42.3	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	373	1.2	16.2	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	325	3.2	15.5	1	320	5.0	25.7	1	275	1.7	10.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	635	3.4	24.0	1	1,003	3.5	51.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	3,436	4.5	54.0	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	1	1,245	5.0	86.2	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	1	300	4.4	86.5	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	1	230	4.9	79.0	6	4,500	3.8	57.8	19	58,055	2.0	30.4	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	1	230	4.9	79.0	6	4,500	3.8	57.8	19	58,055	2.0	30.4	-	-	-	-
MANUFACTURING	-	-	-	-	2	859	1.3	16.2	18	57,382	2.0	30.1	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	1	311	1.9	20.0	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	2	503	2.0	21.4	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	2	478	1.8	20.5	-	-	-	-
MACHINERY	-	-	-	-	1	548	1.0	14.0	1	400	1.1	12.0	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	9	54,233	2.0	30.1	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	2	1,080	3.4	42.7	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	1	377	1.5	25.0	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	1	311	4.2	49.2	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	1	230	4.9	79.0	4	3,641	4.4	67.7	1	673	3.8	48.7	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	1	673	3.8	48.7	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	1	235	4.2	52.0	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	1	230	4.9	79.0	3	3,406	4.4	68.8	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	15	11,925	4.9	62.5	42	26,028	5.3	65.9	29	19,901	4.4	61.0	1	275	1.7	10.0
ALL INDUSTRIES (EXCL CONST).	15	11,925	4.9	62.5	41	25,728	5.3	65.6	29	19,901	4.4	61.0	1	275	1.7	10.0
MANUFACTURING	1	295	4.7	40.0	15	5,063	5.1	46.0	18	7,797	3.7	43.6	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	1	330	4.5	55.0	1	230	5.6	47.7	-	-	-	-
TOBACCO	-	-	-	-	1	400	5.3	62.5	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	300	2.7	18.0	1	230	3.2	26.7	-	-	-	-
TEXTILES	-	-	-	-	1	400	3.9	32.2	1	415	4.7	43.3	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	1	230	5.7	36.7	-	-	-	-
CLOTHING	-	-	-	-	1	300	4.0	20.5	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	3	775	4.1	49.2	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	220	4.7	43.0	1	350	1.2	10.0	-	-	-	-
PAPER	-	-	-	-	2	535	4.6	46.7	7	3,570	3.2	44.8	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	1	300	6.0	48.3	1	363	4.7	49.9	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	1	415	4.1	50.0	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	1	295	4.7	40.0	3	820	6.2	50.7	1	660	3.8	26.3	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	1	520	7.6	54.8	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	1	473	5.2	49.0	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	1	974	4.8	60.7	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	14	11,630	4.9	63.0	26	20,665	5.4	70.4	11	12,104	4.9	72.3	1	275	1.7	10.0
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	2	1,214	3.3	67.1	2	950	5.4	70.6	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	1	900	1.9	17.5	1	800	1.8	13.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	9	5,834	5.1	68.7	19	16,460	6.0	77.7	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	2	480	5.8	50.2	1	390	4.8	42.3	7	10,034	5.0	78.6	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	373	1.2	16.2	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	1	325	3.2	15.5	1	320	5.0	25.7	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	1	635	3.4	24.0	1	1,003	3.5	51.5	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	1	3,436	4.5	54.0	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	1	1,245	5.0	86.2	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	1	300	4.4	86.5	-	-	-	-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE		
	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	EMPLS
ALL INDUSTRIES									
TOTAL	113	120,914	26	62,785	87	58,129			
UNDER 2.0 PERCENT	16	57,189	10	54,277	6	2,912			
2.0 - 2.9 PERCENT	7	2,957	6	2,657	1	300			
3.0 - 3.9 PERCENT	21	11,281	4	2,033	17	9,248			
4.0 - 4.9 PERCENT	31	16,598	4	1,476	27	15,122			
5.0 - 5.9 PERCENT	23	24,877	1	2,000	22	22,877			
6.0 - 6.9 PERCENT	9	5,057	1	342	8	4,715			
7.0 - 7.9 PERCENT	3	2,020	.	.	3	2,020			
8.0 PERCENT AND OVER	3	935	.	.	3	935			
MANUFACTURING									
TOTAL	54	71,396	20	58,241	34	13,155			
UNDER 2.0 PERCENT	11	54,627	10	54,277	1	350			
2.0 - 2.9 PERCENT	6	2,251	5	1,951	1	300			
3.0 - 3.9 PERCENT	14	6,485	3	1,360	11	5,125			
4.0 - 4.9 PERCENT	13	4,718	1	311	12	4,407			
5.0 - 5.9 PERCENT	6	1,953	.	.	6	1,953			
6.0 - 6.9 PERCENT	2	642	1	342	1	300			
7.0 - 7.9 PERCENT	1	520	.	.	1	520			
8.0 PERCENT AND OVER	1	200	.	.	1	200			
NON-MANUFACTURING EXCL CONSTRUCTION									
TOTAL	58	49,218	6	4,544	52	44,674			
UNDER 2.0 PERCENT	5	2,562	.	.	5	2,562			
2.0 - 2.9 PERCENT	1	706	1	706	.	.			

(CONTINUED)

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
NON-MANUFACTURING EXCL CONSTRUCTION	3.0 - 3.9 PERCENT	7	4,796	1	673	6	4,123
	4.0 - 4.9 PERCENT	17	11,580	3	1,165	14	10,415
	5.0 - 5.9 PERCENT	17	22,924	1	2,000	16	20,924
	6.0 - 6.9 PERCENT	7	4,415	.	.	7	4,415
	7.0 - 7.9 PERCENT	2	1,500	.	.	2	1,500
	8.0 PERCENT AND OVER	2	735	.	.	2	735
	TOTAL	1	300	.	.	1	300
	4.0 - 4.9 PERCENT	1	300	.	.	1	300
PRIVATE SECTOR	TOTAL	63	75,480	20	58,241	43	17,239
	UNDER 2.0 PERCENT	15	56,816	10	54,277	5	2,539
	2.0 - 2.9 PERCENT	6	2,251	5	1,951	1	300
	3.0 - 3.9 PERCENT	15	6,810	3	1,360	12	5,450
	4.0 - 4.9 PERCENT	15	5,518	1	311	14	5,207
	5.0 - 5.9 PERCENT	7	2,273	.	.	7	2,273
	6.0 - 6.9 PERCENT	3	1,092	1	342	2	750
	7.0 - 7.9 PERCENT	1	520	.	.	1	520
PUBLIC SECTOR	8.0 PERCENT AND OVER	1	200	.	.	1	200
	TOTAL	50	45,434	6	4,544	44	40,890
	UNDER 2.0 PERCENT	1	373	.	.	1	373
	2.0 - 2.9 PERCENT	1	706	1	706	.	.
	3.0 - 3.9 PERCENT	6	4,471	1	673	5	3,798

(CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
PUBLIC SECTOR						
4.0 - 4.9 PERCENT	16	11,080	3	1,165	13	9,915
5.0 - 5.9 PERCENT	16	22,604	1	2,000	15	20,604
6.0 - 6.9 PERCENT	6	3,965	.	.	6	3,965
7.0 - 7.9 PERCENT	2	1,500	.	.	2	1,500
8.0 PERCENT AND OVER	2	735	.	.	2	735

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1986
TO FOURTH QUARTER OF 1987

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT
FOURTH QUARTER 1986												
ALL AGREEMENTS	211	108,348	3.9	19	10,996	2.5	192	97,352	4.1			
PRIVATE SECTOR	55	34,259	2.7	18	10,766	2.4	37	23,493	2.9			
PUBLIC SECTOR	156	74,089	4.4	1	230	4.4	155	73,859	4.4			
FIRST QUARTER 1987												
ALL AGREEMENTS	109	79,569	4.4	19	25,168	3.5	90	54,401	4.8			
PRIVATE SECTOR	44	22,345	3.7	15	7,208	1.9	29	15,137	4.6			
PUBLIC SECTOR	65	57,224	1.6	4	17,960	4.2	61	39,264	4.8			
SECOND QUARTER 1987												
ALL AGREEMENTS	185	147,627	4.1	36	26,085	2.0	149	121,542	4.5			
PRIVATE SECTOR	91	53,020	2.9	31	19,946	1.1	60	33,074	3.9			
PUBLIC SECTOR	94	94,607	4.7	5	6,139	4.6	89	88,468	4.7			
THIRD QUARTER 1987												
ALL AGREEMENTS	105	96,373	3.7	16	30,236	1.6	89	66,137	4.7			
PRIVATE SECTOR	49	36,370	3.0	14	21,268	2.0	35	15,102	4.4			
PUBLIC SECTOR	56	60,003	4.2	2	8,968	0.7	54	51,035	4.9			
FOURTH QUARTER 1987												
ALL AGREEMENTS	113	120,914	3.5	26	62,785	2.2	87	58,129	4.9			
PRIVATE SECTOR	63	75,480	2.5	20	58,241	2.0	43	17,239	4.0			
PUBLIC SECTOR	50	45,434	5.2	6	4,544	4.3	44	40,890	5.3			

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	113	100.0	120914	100.0
CHANGES IN ONE OR MORE BENEFITS	105	92.9	113534	93.9
PAID HOLIDAYS	13	11.5	4480	3.7
PAID VACATION	36	31.9	14469	12.0
OTHER PAID LEAVES	30	26.5	62689	51.8
HOSPITAL AND MEDICAL	58	51.3	94301	78.0
DENTAL	69	61.1	99124	82.0
SICKNESS AND ACCIDENT	28	24.8	61225	50.6
LONG TERM DISABILITY	25	22.1	61192	50.6
LIFE INSURANCE	41	36.3	68839	56.9
PENSIONS	45	39.8	72079	59.6
OTHER BENEFITS	48	42.5	23093	19.1
SETTLEMENTS NOT CHANGING ANY BENEFITS	6	5.3	3424	2.8
SETTLEMENTS FOR WAGES ONLY*	1	0.9	3436	2.8
FIRST AGREEMENTS	1	0.9	520	0.4

*BENEFITS NEGOTIATED SEPARATELY. FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS
TOTAL	113	120,914	63	75,480	50	45,434			
1-3 MONTHS	39	69,824	31	61,881	8	7,943			
4-6 MONTHS	35	17,495	21	9,022	14	8,473			
7-9 MONTHS	24	17,299	11	4,577	13	12,722			
10-12 MONTHS	9	6,466	.	.	9	6,466			
13 MONTHS AND OVER	6	9,830	.	.	6	9,830			

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987
BY SECTOR

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS
TOTAL	113	120,914	63	75,480	50	45,434			
DIRECT BARGAINING	37	26,370	12	5,995	25	20,375			
CONCILIATION	15	7,268	10	3,915	5	3,353			
POST CONCILIATION BARGAINING	20	57,409	17	56,582	3	827			
MEDIATION	20	7,068	16	5,453	4	1,615			
POST MEDIATION BARGAINING	2	475	2	475	.	.			
ARBITRATION	1	390	.	.	1	390			
WORK STOPPAGE	14	14,289	6	3,060	8	11,229			
OTHER	4	7,645	.	.	4	7,645			

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FOURTH QUARTER OF 1987

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER	
	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS
TOTAL	113	120,914	39	69,824	35	17,495	24	17,299	9	6,466	6	9,830					
DIRECT BARGAINING	37	26,370	14	12,069	10	5,249	9	5,782	4	3,270							
CONCILIATION	15	7,268	7	2,042	4	2,630	2	923	2	1,673							
POST CONCILIATION BARGAINING	20	57,409	8	52,973	8	3,013	3	1,050	1	373							
MEDIATION	20	7,068	5	1,525	7	2,359	7	2,734	1	450							
POST MEDIATION BARGAINING	2	475	2	475													
ARBITRATION	1	390			1	390											
WORK STOPPAGE	14	14,289	3	740	4	3,369	1	350			6	9,830					
OTHER	4	7,645			1	485	2	6,460	1	700							

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FIRST QUARTER 1988

Research and Analysis Unit
Industrial Relations Division
Ontario Ministry of Labour

July 1988

Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the first quarter of 1988. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Research and Analysis Unit, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Toronto
July, 1988

Wage Developments in Collective Bargaining Settlements in Ontario First Quarter, 1988

During the first quarter of 1988, settlements were negotiated in 167 collective agreements covering 200 or more Ontario employees. A total of 96,104 employees were affected by these settlements, concentrated in health services, transportation and local administration.

Wage Adjustments

The first quarter settlements provided increases on base wage rates averaging 3.8% over the term of the agreements, up from 3.5% for settlements in the fourth quarter of 1987. (See Chart 1 and Tables 1 and 6.) The 3.8% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 3.5% while settlements in the public sector averaged 4.0%.

In the health services industry, nurses working in hospitals all across the province negotiated 3-year renewal agreements; in transportation, numerous agreements with railway workers represented by several unions were renewed; and in local administration, the Metropolitan Toronto Police uniformed and civilian employees promptly followed up arbitration awards that were handed down in the first quarter with subsequent renewal agreements. Together, the health services settlements at 2.8% on average, transportation at 3.4% and local administration at 5.3% account for over one-half of all the employees. As a result, these non-manufacturing sector agreements dominate the overall 3.8% average.

Altogether the 119 non-manufacturing sector agreements cover 74% of all employees involved in the first quarter settlements and provided an average 3.9% annual increase on the base wage rate. The 47 manufacturing agreements provided an average 3.4%. The dominant manufacturing industries were food and beverage at 3.9%, including the brewery settlements, and electrical products at 2.0%.

Agreements without a cost-of-living (COLA) clause provided on average 4.0% per year. All of the health services, transportation and local administration agreements were without a COLA and consequently agreements without COLA dominate in the first quarter average. The 25 COLA agreements provided an annual average increase of 2.8% on the base rate. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas. Twenty of the 25 agreements with COLA are in manufacturing industries and provide 2.4% on average.

Over one-half of the first quarter settlements are for a 3-year term, and again reflect the impact of the nurses' province-wide settlement. (See Table 2.) A further 30% of the agreements are for 2 years. The usual pattern of smaller average increases for longer term agreements is shown: 5.2% for 1-year agreements, 4.4% for 2-year agreements and 2.9% for 3-year agreements. At the same time, agreements with COLA tend to be for a longer term. (See Tables 3 and 4.) All 17 of the 1-year agreements are without COLA.

Benefit Changes

Existing benefits were changed or new ones were established in first quarter settlements of 160 agreements covering 93,090 employees. Dental, life insurance and hospital and medical plans were the benefits most affected (See Table 7.)

The most common changes in insurance plans involved improvements in dental care plans in 133 agreements covering 68,182 employees, mostly consisting of the updating of benefit fee schedules, and increasing the maximum claims.

Negotiations

The fourth quarter settlements were reached in an average of 5.7 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, the same average period as in the fourth quarter of 1987. (See Table 8.) Only 9% of the agreements covering 19% of the employees took longer than one year to negotiate. Private sector settlements were negotiated in an average of 5.1 months, compared with an average of 6.1 months for the public sector.

Settlements were reached by the parties without outside assistance in 14% of the agreements covering 18% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 25 agreements covering 22,661 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Bargaining Agreements Covering 200 or More Employees
First Quarter 1986 to First Quarter 1988

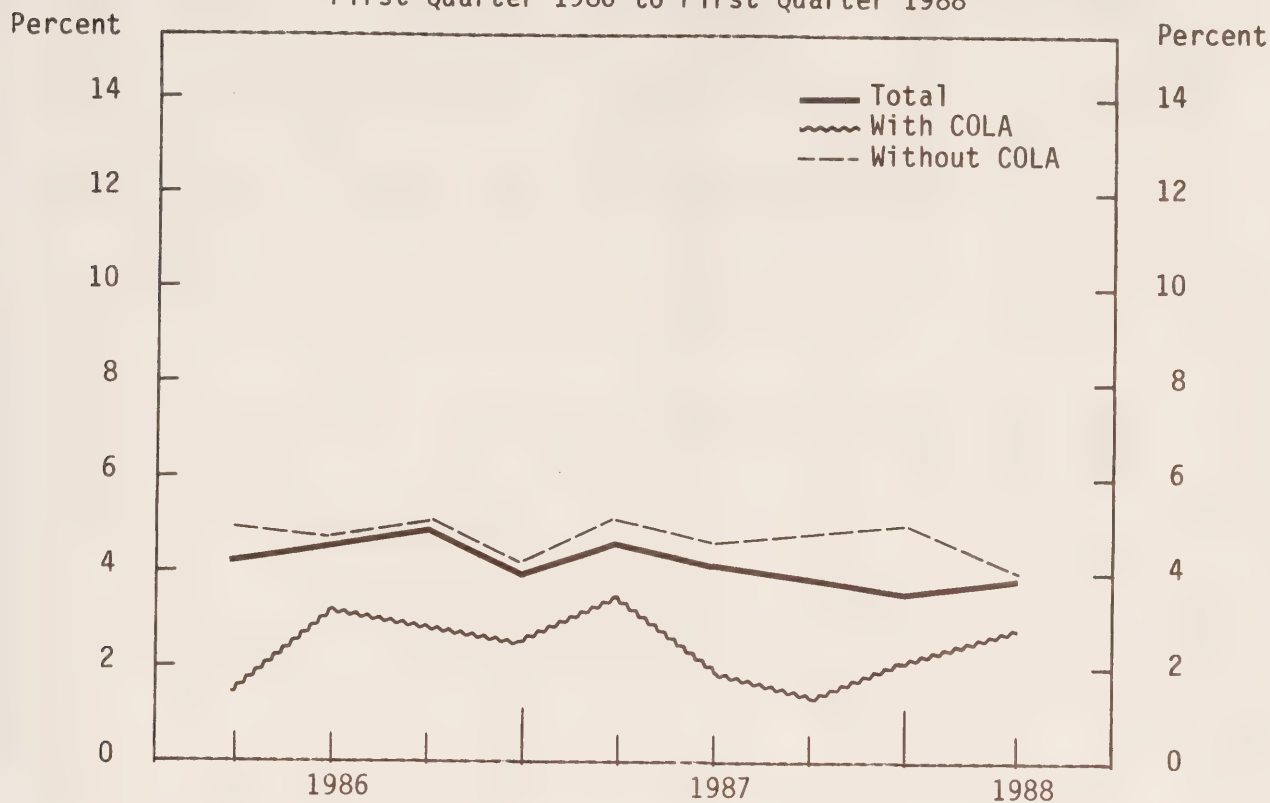


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
First Quarter 1986 to First Quarter 1988

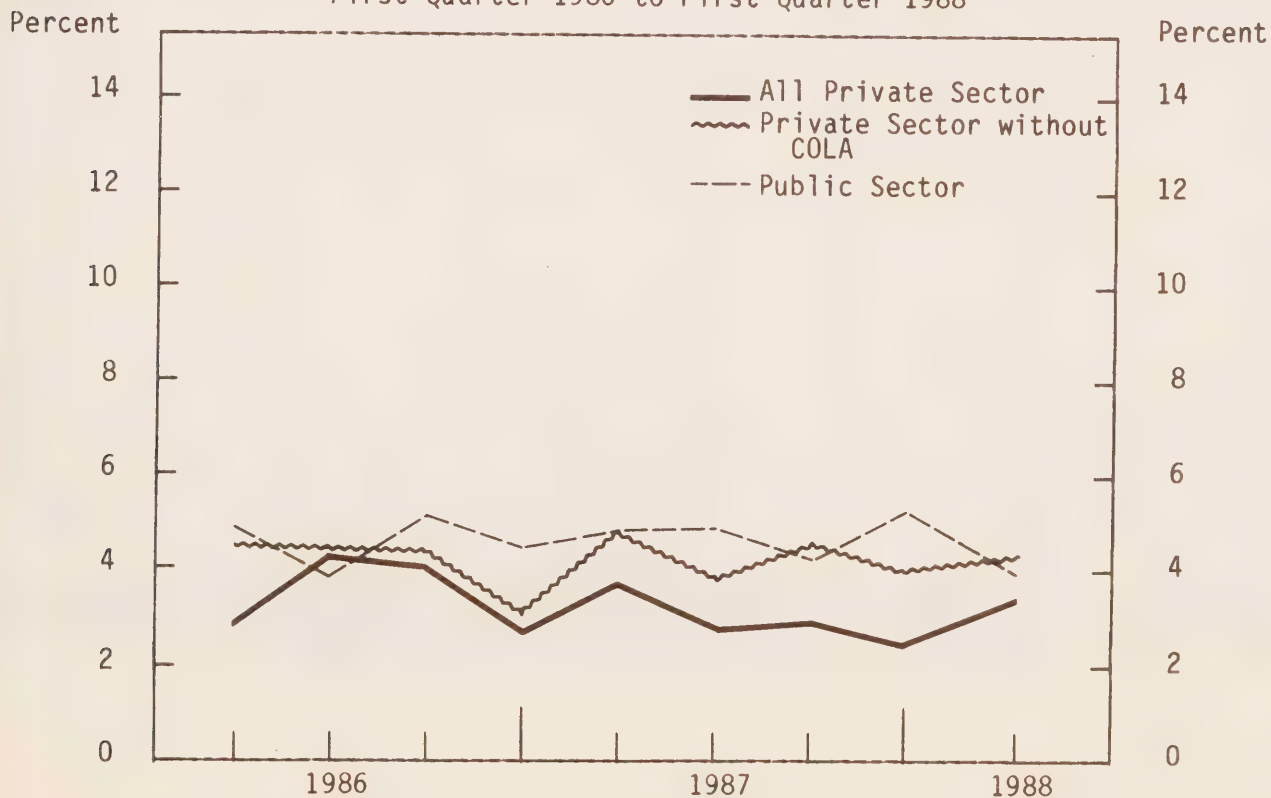


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST) ..	167	96,104	3.8	51.7	25	16,125	2.8	39.6	142	79,979	4.0	54.2
ALL INDUSTRIES (EXCL CONST) ..	166	95,854	3.8	51.4	25	16,125	2.8	39.6	141	79,729	4.0	53.8
MANUFACTURING	47	24,713	3.4	39.9	20	12,745	2.4	33.5	27	11,968	4.6	46.8
FOOD, BEVERAGES	9	3,084	3.9	60.4	-	2,072	3.7	65.0	4	1,012	4.3	50.8
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	2	1,205	3.4	17.8	-	-	-	-	2	1,205	3.4	17.8
TEXTILES	3	1,692	5.5	59.0	-	-	-	-	3	1,692	5.5	59.0
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	1	353	7.1	47.3	-	-	-	-	1	353	7.1	47.3
WOOD	2	560	3.8	37.8	-	-	-	-	2	560	3.8	37.8
FURNITURE, FIXTURES	1	250	5.0	42.0	-	-	-	-	1	250	5.0	42.0
PAPER	4	1,980	3.8	43.0	-	-	-	-	4	1,980	3.8	43.0
PRINTING, PUBLISHING	1	795	5.0	52.5	-	-	-	-	1	795	5.0	52.5
PRIMARY METALS	5	1,984	1.8	20.1	3	1,420	0.6	8.3	2	564	5.0	50.0
FABRICATED METALS	3	770	4.7	48.2	2	500	4.5	49.7	1	270	5.1	45.5
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	4	1,922	4.3	44.1	1	850	2.0	26.7	3	1,072	6.1	57.9
ELECTRICAL PRODUCTS	6	6,648	2.0	27.0	6	6,648	2.0	27.0	-	-	-	-
NON-METALLIC MINERALS	3	1,355	4.1	47.8	2	915	3.9	43.7	1	440	4.5	56.5
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	1	1,350	4.5	57.5	-	-	-	-	1	1,350	4.5	57.5
MISCELLANEOUS MFG	2	765	2.4	26.4	1	340	3.3	39.7	1	425	1.6	15.8
NON-MANUFACTURING(EXCL CONST)	119	71,141	3.9	55.4	5	3,380	4.1	62.7	114	67,761	3.9	55.0
FORESTRY	1	360	3.0	46.7	-	-	-	-	1	360	3.0	46.7
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	16	15,880	3.4	37.3	-	-	-	-	16	15,880	3.4	37.3
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	1	749	4.0	50.5	-	-	-	-	1	749	4.0	50.5
WHOLESALE TRADE	1	230	4.6	55.7	1	230	4.6	55.7	-	-	-	-
RETAIL TRADE	4	2,014	3.8	52.7	1	1,400	3.8	65.0	3	614	4.0	24.8
FINANCE	1	304	5.4	39.0	-	-	-	-	1	304	5.4	39.0
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	18	10,593	5.4	72.9	3	1,750	4.4	61.7	15	8,843	5.6	75.1
HEALTH, WELFARE SERVICES	65	25,511	2.8	42.3	-	-	-	-	65	25,511	2.8	42.3
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	2	467	4.7	34.9	-	-	-	-	2	467	4.7	34.9
MISCELLANEOUS SERVICES	1	225	5.3	38.0	-	-	-	-	1	225	5.3	38.0
FEDERAL ADMINISTRATION	1	546	3.4	51.6	-	-	-	-	1	546	3.4	51.6
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8	14,262	5.3	88.1	-	-	-	-	8	14,262	5.3	88.1
CONSTRUCTION	1	250	12.9	189.5	-	-	-	-	1	250	12.9	189.5

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	17	19,541	5.2	81.1	51	28,858	4.4	51.1	98	47,055	2.9	40.0	1	650	3.7	43.5				
ALL INDUSTRIES (EXCL CONST).	17	19,541	5.2	81.1	50	28,608	4.3	49.9	98	47,055	2.9	40.0	1	650	3.7	43.5				
MANUFACTURING	2	1,200	3.7	23.3	20	8,363	4.9	52.1	24	14,500	2.6	34.1	1	650	3.7	43.5				
FOOD, BEVERAGES	-	-	-	-	4	1,012	4.3	50.8	5	2,072	3.7	65.0	-	-	-	-				
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LEATHER	1	1,000	3.4	18.0	1	205	3.5	17.0	-	-	-	-	-	-	-	-				
TEXTILES	-	-	-	-	3	1,692	5.5	59.0	-	-	-	-	-	-	-	-				
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
WOOD	-	-	-	-	1	285	4.1	38.0	1	275	3.4	37.7	-	-	-	-				
FURNITURE, FIXTURES	-	-	-	-	1	250	5.0	42.0	-	-	-	-	-	-	-	-				
PAPER	-	-	-	-	1	350	4.5	37.5	3	1,630	3.6	44.2	-	-	-	-				
PRINTING, PUBLISHING	-	-	-	-	1	795	5.0	52.5	-	-	-	-	-	-	-	-				
PRIMARY METALS	1	200	5.0	50.0	2	589	3.6	38.5	2	1,195	0.4	6.1	-	-	-	-				
FABRICATED METALS	-	-	-	-	2	520	5.5	59.2	1	250	3.0	25.3	-	-	-	-				
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TRANSPORTATION EQUIP	-	-	-	-	1	345	9.1	75.0	3	1,577	3.2	37.3	-	-	-	-				
ELECTRICAL PRODUCTS	-	-	-	-	1	530	4.0	42.5	5	6,118	1.8	25.6	-	-	-	-				
NON-METALLIC MINERALS	-	-	-	-	1	440	4.5	56.5	1	265	4.5	44.0	1	650	3.7	43.5				
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
CHEMICALS	-	-	-	-	1	1,350	4.5	57.5	-	-	-	-	-	-	-	-				
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	2	765	2.4	26.4	-	-	-	-				
NON-MANUFACTURING(EXCL CONST)	15	18,341	5.3	84.9	30	20,245	4.1	49.0	74	32,555	3.0	42.7	-	-	-	-				
FORESTRY	-	-	-	-	-	-	-	-	1	360	3.0	46.7	-	-	-	-				
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
TRANSPORTATION	-	-	-	-	13	11,495	3.3	38.9	3	4,385	3.7	33.0	-	-	-	-				
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
ELECTRIC, GAS, WATER	-	-	-	-	1	749	4.0	50.5	-	-	-	-	-	-	-	-				
WHOLESALE TRADE	-	-	-	-	-	-	-	-	1	230	4.6	55.7	-	-	-	-				
RETAIL TRADE	-	-	-	-	3	614	4.0	24.8	1	1,400	3.8	65.0	-	-	-	-				
FINANCE	1	304	5.4	39.0	-	-	-	-	-	-	-	-	-	-	-	-				
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
EDUCATION, RELATED SERVICE	5	3,165	5.4	81.4	12	7,162	5.3	67.5	1	266	9.6	119.0	-	-	-	-				
HEALTH, WELFARE SERVICES	1	610	5.0	50.0	-	-	-	-	64	24,901	2.8	42.1	-	-	-	-				
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
PERSONAL SERVICES	-	-	-	-	-	-	-	-	2	467	4.7	34.9	-	-	-	-				
MISCELLANEOUS SERVICES	-	-	-	-	1	225	5.3	38.0	-	-	-	-	-	-	-	-				
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	1	546	3.4	51.6	-	-	-	-				
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-				
LOCAL ADMINISTRATION	8	14,262	5.3	88.1	-	-	-	-	-	-	-	-	-	-	-	-				
CONSTRUCTION	-	-	-	-	1	250	12.9	189.5	-	-	-	-	-	-	-	-				

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	-	-	-	-	6	2,755	4.2	55.7	18	12,720	2.4	35.9	1	650	3.7	43.5
ALL INDUSTRIES (EXCL CONST).	-	-	-	-	6	2,755	4.2	55.7	18	12,720	2.4	35.9	1	650	3.7	43.5
MANUFACTURING	-	-	-	-	3	1,005	3.9	45.3	16	11,090	2.2	31.8	1	650	3.7	43.5
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	5	2,072	3.7	65.0	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	1	225	1.5	20.0	2	1,195	0.4	6.1	-	-	-	-
FABRICATED METALS	-	-	-	-	1	250	5.9	74.0	1	250	3.0	25.3	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	1	850	2.0	26.7	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	1	530	4.0	42.5	5	6,118	1.8	25.6	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	1	265	4.5	44.0	1	650	3.7	43.5
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	1	340	3.3	39.7	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	-	-	-	-	3	1,750	4.4	61.7	2	1,630	3.9	63.7	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	1	230	4.6	55.7	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	1	1,400	3.8	65.0	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	3	1,750	4.4	61.7	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	17	19,541	5.2	81.1	45	26,103	4.4	50.6	80	34,335	3.1	41.6	-	-	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	17	19,541	5.2	81.1	44	25,853	4.3	49.3	80	34,335	3.1	41.6	-	-	-	-	-	-	-	-
MANUFACTURING	2	1,200	3.7	23.3	17	7,358	5.0	53.0	8	3,410	3.9	41.6	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	4	1,012	4.3	50.8	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	1,000	3.4	18.0	1	205	3.5	17.0	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	3	1,692	5.5	59.0	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	1	353	7.1	47.3	-	-	-	-	-	-
WOOD	-	-	-	-	-	1	285	4.1	38.0	1	275	3.4	37.7	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	1	250	5.0	42.0	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	1	350	4.5	37.5	3	1,630	3.6	44.2	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	1	795	5.0	52.5	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	200	5.0	50.0	1	364	4.9	50.0	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	1	270	5.1	45.5	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	1	345	9.1	75.0	2	727	4.7	49.8	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	1	440	4.5	56.5	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	1	1,350	4.5	57.5	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	1	425	1.6	15.8	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	15	18,341	5.3	84.9	27	18,495	4.0	47.8	72	30,925	3.0	41.6	-	-	-	-	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	1	360	3.0	46.7	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	13	11,495	3.3	38.9	3	4,385	3.7	33.0	-	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	1	749	4.0	50.5	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	3	614	4.0	24.8	-	-	-	-	-	-	-	-	-	-	-
FINANCE	1	304	5.4	39.0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	5	3,165	5.4	81.4	9	5,412	5.6	69.4	1	266	9.6	119.0	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	1	610	5.0	50.0	-	-	-	-	64	24,901	2.8	42.1	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	2	467	4.7	34.9	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	1	225	5.3	38.0	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	1	546	3.4	51.6	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	8	14,262	5.3	88.1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	1	250	12.9	189.5	-	-	-	-	-	-	-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES	167	96,104	25	16,125	142	79,979
TOTAL						
NO INCREASE	1	575	1	575	.	.
UNDER 2.0 PERCENT	7	6,153	6	5,728	1	425
2.0 - 2.9 PERCENT	64	26,764	2	2,085	62	24,679
3.0 - 3.9 PERCENT	30	20,293	9	4,712	21	15,581
4.0 - 4.9 PERCENT	37	20,752	5	2,325	32	18,427
5.0 - 5.9 PERCENT	19	17,814	2	700	17	17,114
6.0 - 6.9 PERCENT	2	897	.	.	2	897
7.0 - 7.9 PERCENT	1	353	.	.	1	353
8.0 PERCENT AND OVER	6	2,503	.	.	6	2,503
TOTAL	47	24,713	20	12,745	27	11,968
MANUFACTURING						
NO INCREASE	1	575	1	575	.	.
UNDER 2.0 PERCENT	7	6,153	6	5,728	1	425
2.0 - 2.9 PERCENT	3	2,285	2	2,085	1	200
3.0 - 3.9 PERCENT	13	6,012	8	3,312	5	2,700
4.0 - 4.9 PERCENT	13	6,170	2	795	11	5,375
5.0 - 5.9 PERCENT	7	2,428	1	250	6	2,178
7.0 - 7.9 PERCENT	1	353	.	.	1	353
8.0 PERCENT AND OVER	2	737	.	.	2	737
TOTAL	119	71,141	5	3,380	114	67,761
NON-MANUFACTURING EXCL CONSTRUCTION						
2.0 - 2.9 PERCENT	61	24,479	.	.	61	24,479

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE			
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	3.0 - 3.9 PERCENT	17	14,281	1	1,400	16	12,881					
	4.0 - 4.9 PERCENT	24	14,582	3	1,530	21	13,052					
	5.0 - 5.9 PERCENT	12	15,386	1	450	11	14,936					
	6.0 - 6.9 PERCENT	2	897	.	.	2	897					
	8.0 PERCENT AND OVER	3	1,516	.	.	3	1,516					
CONSTRUCTION	TOTAL	1	250	.	.	1	250					
	8.0 PERCENT AND OVER	1	250	.	.	1	250					
	TOTAL	65	34,758	22	14,375	43	20,383					
PRIVATE SECTOR	NO INCREASE	1	575	1	575	.	.					
	UNDER 2.0 PERCENT	7	6,153	6	5,728	1	425					
	2.0 - 2.9 PERCENT	4	3,906	2	2,085	2	1,821					
	3.0 - 3.9 PERCENT	21	11,887	9	4,712	12	7,175					
	4.0 - 4.9 PERCENT	18	7,733	3	1,025	15	6,708					
	5.0 - 5.9 PERCENT	10	3,164	1	250	9	2,914					
	7.0 - 7.9 PERCENT	1	353	.	.	1	353					
	8.0 PERCENT AND OVER	3	987	.	.	3	987					
	TOTAL	102	61,346	3	1,750	99	59,596					
	2.0 - 2.9 PERCENT	60	22,858	.	.	60	22,858					
PUBLIC SECTOR	3.0 - 3.9 PERCENT	9	8,406	.	.	9	8,406					
	4.0 - 4.9 PERCENT	19	13,019	2	1,300	17	11,719					
	5.0 - 5.9 PERCENT	9	14,650	1	450	8	14,200					
	6.0 - 6.9 PERCENT	2	897	.	.	2	897					
	8.0 PERCENT AND OVER	3	1,516	.	.	3	1,516					
	TOTAL	102	61,346	3	1,750	99	59,596					

TABLE 7

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1987

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	167	100.0	96104	100.0
CHANGES IN ONE OR MORE BENEFITS	160	95.8	93090	96.9
PAID HOLIDAYS	62	37.1	23725	24.7
PAID VACATION	97	58.1	45543	47.4
OTHER PAID LEAVES	99	59.3	57435	59.8
HOSPITAL AND MEDICAL	113	67.7	60813	63.3
DENTAL	133	79.6	68182	70.9
SICKNESS AND ACCIDENT	23	13.8	97015	100.9
LONG TERM DISABILITY	20	12.0	19720	20.5
LIFE INSURANCE	119	71.3	61971	64.5
PENSIONS	64	38.3	45138	47.0
OTHER BENEFITS	61	36.5	39881	41.5
SETTLEMENTS NOT CHANGING ANY BENEFITS	6	3.6	2014	2.1
FIRST AGREEMENTS	1	0.6	1000	1.0

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1987
TO FIRST QUARTER OF 1988

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	PER CENT	AGRTS	EMPLS	PER CENT	PER CENT	AGRTS	EMPLS	PER CENT	PER CENT
FIRST QUARTER 1987												
ALL AGREEMENTS	109	79,569	4.4		19	25,168	3.5		90	54,401	4.8	
PRIVATE SECTOR	44	22,345	7		15	7,208	1.9		29	15,137	4.6	
PUBLIC SECTOR	65	57,224	4.6		4	17,960	4.2		61	39,264	4.8	
SECOND QUARTER 1987												
ALL AGREEMENTS	185	147,627	4.1		36	26,085	2.0		149	121,542	4.5	
PRIVATE SECTOR	91	53,020	2.9		31	19,946	1.1		60	33,074	3.9	
PUBLIC SECTOR	94	94,607	4.7		5	6,139	4.6		89	88,468	4.7	
THIRD QUARTER 1987												
ALL AGREEMENTS	106	96,589	3.8		16	30,236	1.6		90	66,353	4.7	
PRIVATE SECTOR	49	36,370	3.0		14	21,268	2.0		35	15,102	4.4	
PUBLIC SECTOR	57	60,219	4.2		2	8,968	0.7		55	51,251	4.8	
FOURTH QUARTER 1987												
ALL AGREEMENTS	119	123,251	3.5		28	63,413	2.2		91	59,838	4.9	
PRIVATE SECTOR	68	77,495	2.5		22	58,869	2.0		46	18,626	4.0	
PUBLIC SECTOR	51	45,756	5.2		6	4,544	4.3		45	41,212	5.3	
FIRST QUARTER 1988												
ALL AGREEMENTS	167	96,104	3.8		25	16,125	2.8		142	79,979	4.0	
PRIVATE SECTOR	65	34,758	3.5		22	14,375	2.6		43	20,383	4.2	
PUBLIC SECTOR	102	61,346	4.0		3	1,750	4.4		99	59,596	4.0	

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	65	34,758	102	61,346
1-3 MONTHS	32	22,112	25	14,532	7	7,580
4-6 MONTHS	106	46,022	30	13,641	76	32,381
7-9 MONTHS	8	6,331	4	2,480	4	3,851
10-12 MONTHS	6	3,769	.	.	6	3,769
13 MONTHS AND OVER	15	17,870	6	4,105	9	13,765
AVERAGE		5.7		5.1		6.1

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT	TOTAL		PRIVATE SECTOR		PUBLIC SECTOR	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	65	34,758	102	61,346
DIRECT BARGAINING	23	17,337	14	7,358	9	9,979
CONCILIATION	82	30,330	14	4,136	68	26,194
POST CONCILIATION BARGAINING	7	3,618	7	3,618	.	.
MEDIATION	22	12,515	16	8,536	6	3,979
ARBITRATION	7	8,993	.	.	7	8,993
WORK STOPPAGE	25	22,661	14	11,110	11	11,551
OTHER	1	650	.	.	1	650

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN FIRST QUARTER OF 1988

STAGE OF SETTLEMENT	TOTAL		1-3 MONTHS		4-6 MONTHS		7-9 MONTHS		10-12 MONTHS		13 MONTHS AND OVER	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	167	96,104	32	22,112	106	46,022	8	6,331	6	3,769	15	17,870
DIRECT BARGAINING	23	17,337	15	12,013	7	4,324	1	1,000	.	.	.	.
CONCILIATION	82	30,330	7	2,350	71	26,261	1	260	3	1,459	.	.
POST CONCILIATION BARGAINING	7	3,618	3	1,350	3	2,018	.	.	.	.	1	250
MEDIATION	22	12,515	2	545	16	9,090	2	1,220	2	1,660	.	.
ARBITRATION	7	8,993	.	.	3	1,728	1	546	.	.	3	6,719
WORK STOPPAGE	25	22,661	5	5,854	6	2,601	3	3,305	.	.	11	10,901
OTHER	1	650	1	650	.	.

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, SECOND QUARTER 1988

Office of Collective Bargaining Information
Industrial Relations Division
Ontario Ministry of Labour

September 1988



Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the second quarter of 1988. The data were drawn from the monthly report on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario Second Quarter, 1988

During the second quarter of 1988, settlements were negotiated in 171 collective agreements covering 200 or more Ontario employees. A total of 209,508 employees were affected by these settlements, concentrated in construction, education and related services and communications.

Wage Adjustments

The second quarter settlements provided increases on base wage rates averaging 5.0% over the terms of the agreements, up from 3.8% for settlements in the first quarter of 1988. (See Chart 2 and Tables 1 and 6.) The 5.0% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 5.3%, while settlements in the public sector averaged 4.4%.

In the construction industry, 41 collective agreements covering 94,927 construction workers provided an average 6.2% wage package increase. The majority of the workers affected work in the industrial, commercial and institutional sector of the industry and generally received a total of \$3 over 2 years. Excluding construction, the remaining 66 private sector settlements provided 48,977 employees an average annual increase of 3.6%. Other private sector settlements included a total of 13,435 employees of Inco Ltd. and Algoma Steel Corp., and 10,000 Bell Canada clerical employees working in Ontario.

In the public sector, 28,718 employees in education and related services received an average 4.8% per year. The major education settlement involved 8,700 academic staff members at all the community colleges around the province. The largest public sector settlement in the second quarter of 1988 was between Canada Post Corp. and 9,587 mail handlers and related employees.

Twelve percent of employees affected by the second quarter settlements work in manufacturing industries and received 3.6% per year on average. Forty-three percent of the employees affected were in non-manufacturing, excluding construction and received 4.2%.

Agreements without a cost-of-living (COLA) clause provided an average 5.6% per year, up from 4.1% in the first quarter of 1988. All agreements without COLA excluding construction provided an average 4.7%. The 32 agreements with COLA, which include the Inco Ltd., Algoma Steel Corp., Bell Canada and Canada Post agreements, provided an average 3.1% to the base rate annually. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Over one-half of the second quarter settlements are for a 2-year term, and include all 41 construction settlements. Twenty-seven percent of the agreements are for 3 years and the remaining 14% are for 1 year. All the agreements with COLA are for 2 or 3 years; and all manufacturing industry agreements are for 2 or 3 years.

Benefit Changes

Existing benefits were changed or new ones were established in second quarter settlements of 155 agreements covering 156,544 employees. Dental, hospital and medical plans and pensions were the benefits most affected (See Table 7).

The most common changes in insurance plans involved improvements in hospital and medical plans in 88 agreements covering 95,063 employees.

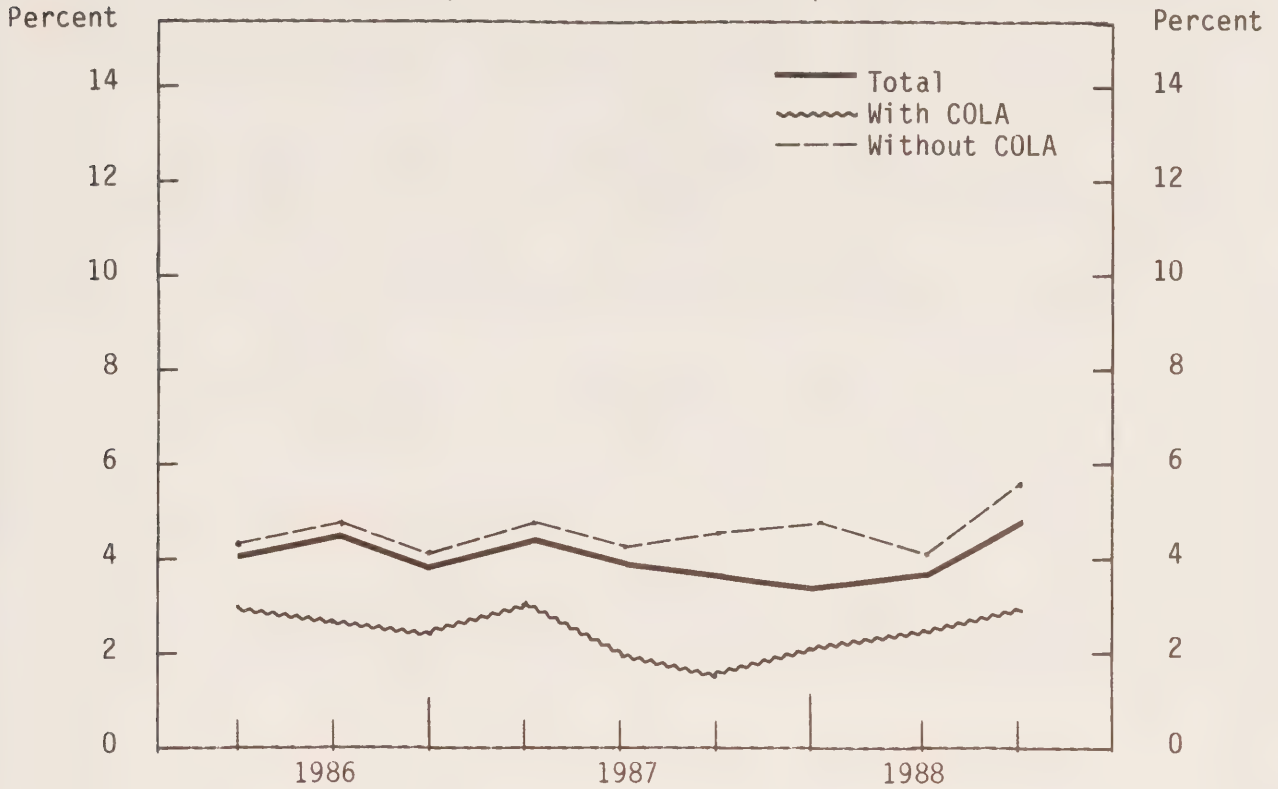
Negotiations

The second quarter settlements were reached in an average of 4.5 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, down from 5.7 months in the first quarter of 1988. (See Table 8.) Only 5% of the agreements covering 9% of the employees took longer than one year to negotiate. Private sector settlements were negotiated in an average of 3.7 months, compared with an average of 6.0 months for the public sector.

Settlements were reached by the parties without outside assistance in 38% of the agreements covering 31% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 16 agreements covering 29,305 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements
of Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1986 to Second Quarter 1988

Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Second Quarter 1986 to Second Quarter 1988

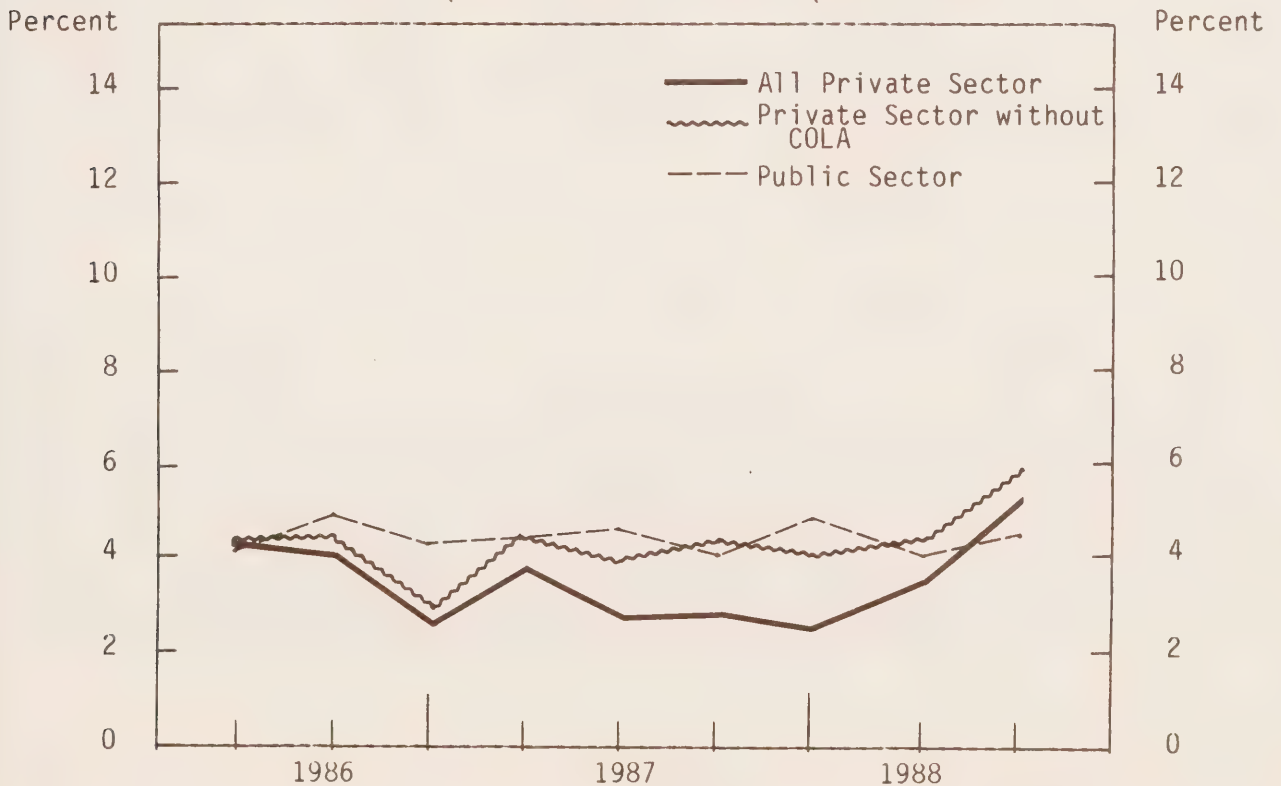


TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	171	209,508	5.0	94.7	32	44,545	3.1	34.2	139	164,963	5.6	111.0
ALL INDUSTRIES (EXCL CONST)...	130	114,581	4.1	60.1	32	44,545	3.1	34.2	98	70,036	4.7	76.5
MANUFACTURING	49	25,210	3.6	44.7	23	16,477	3.0	40.4	26	8,733	4.7	53.0
FOOD, BEVERAGES	7	3,804	3.3	42.4	4	2,724	2.9	39.0	3	1,080	4.2	50.9
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	2	714	4.1	34.8	1	229	2.5	28.0	1	485	4.8	38.0
LEATHER	1	245	4.5	39.7	-	-	-	-	1	245	4.5	39.7
TEXTILES	2	660	4.3	41.4	-	-	-	-	2	660	4.3	41.4
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	505	3.4	34.9	-	-	-	-	2	505	3.4	34.9
WOOD	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	1	240	4.9	35.5	-	-	-	-	1	240	4.9	35.5
PAPER	3	1,045	3.8	33.8	-	-	-	-	3	1,045	3.8	33.8
PRINTING, PUBLISHING	1	437	5.0	62.5	-	-	-	-	1	437	5.0	62.5
PRIMARY METALS	9	9,463	3.7	49.4	9	9,463	3.7	49.4	-	-	-	-
FABRICATED METALS	4	836	4.7	45.9	1	200	4.4	49.7	3	636	4.8	44.7
MACHINERY	3	1,601	1.2	13.2	2	1,350	0.6	5.7	1	251	4.0	53.3
TRANSPORTATION EQUIP	4	2,031	2.6	30.9	3	1,631	1.8	27.3	1	400	6.0	45.3
ELECTRICAL PRODUCTS	3	1,065	2.1	23.6	2	645	2.5	24.6	1	420	1.5	22.0
NON-METALLIC MINERALS	3	1,564	6.7	97.6	-	-	-	-	3	1,564	6.7	97.6
PETROLEUM, OIL	2	560	4.5	58.1	-	-	-	-	2	560	4.5	58.1
CHEMICALS	1	205	4.5	43.5	-	-	-	-	1	205	4.5	43.5
MISCELLANEOUS MFG	1	235	2.8	31.7	1	235	2.8	31.7	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	81	89,371	4.2	64.4	9	28,068	3.1	30.6	72	61,303	4.7	79.8
FORESTRY	3	1,750	3.0	46.7	-	-	-	-	3	1,750	3.0	46.7
MINING, QUARRYING	6	7,368	2.6	36.2	5	7,095	2.6	35.0	1	273	4.5	66.5
TRANSPORTATION	5	2,695	5.0	70.0	1	750	5.1	52.7	4	1,945	5.0	76.6
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	2	19,587	3.1	26.8	2	19,587	3.1	26.8	-	-	-	-
ELECTRIC, GAS, WATER	2	1,025	4.1	47.4	-	-	-	-	2	1,025	4.1	47.4
WHOLESALE TRADE	1	292	4.5	44.4	-	-	-	-	1	292	4.5	44.4
RETAIL TRADE	2	1,892	0.6	2.9	-	-	-	-	2	1,892	0.6	2.9
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	1	1,400	4.5	35.0	-	-	-	-	1	1,400	4.5	35.0
EDUCATION, RELATED SERVICES	34	28,718	4.8	72.3	1	636	5.0	75.1	33	28,082	4.8	72.3
HEALTH, WELFARE SERVICES	8	4,503	4.4	54.6	-	-	-	-	8	4,503	4.4	54.6
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	2	4,970	5.7	210.0	-	-	-	-	2	4,970	5.7	210.0
PERSONAL SERVICES	1	210	3.8	22.0	-	-	-	-	1	210	3.8	22.0
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	8,852	5.0	78.9	-	-	-	-	2	8,852	5.0	78.9
LOCAL ADMINISTRATION	12	6,109	5.2	83.1	-	-	-	-	12	6,109	5.2	83.1
CONSTITUTION	41	94,927	6.2	136.4	-	-	-	-	41	94,927	6.2	136.4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	24	23,391	5.0	79.0	-	100	149,791	5.6	111.0	-	47	36,326	2.9	37.3	-
ALL INDUSTRIES (EXCL CONST).	24	23,391	5.0	79.0	-	59	54,864	4.5	67.1	-	47	36,326	2.9	37.3	-
MANUFACTURING	-	-	-	-	-	20	13,101	4.1	52.8	-	29	12,109	3.1	36.0	-
FOOD, BEVERAGES	-	-	-	-	-	2	1,340	1.2	15.5	-	5	2,464	4.4	57.0	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	2	714	4.1	34.8	-
LEATHER	-	-	-	-	-	-	-	-	-	-	1	245	4.5	39.7	-
TEXTILES	-	-	-	-	-	1	250	4.7	47.5	-	1	410	4.1	37.7	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	2	505	3.4	34.9	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	1	240	4.9	35.5	-	-	-	-	-	-
PAPER	-	-	-	-	-	1	230	4.3	33.5	-	2	815	3.7	33.8	-
PRINTING, PUBLISHING	-	-	-	-	-	1	437	5.0	62.5	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	3	6,937	4.1	55.5	-	6	2,526	2.4	32.6	-
FABRICATED METALS	-	-	-	-	-	2	428	5.3	44.5	-	2	408	4.1	47.3	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	3	1,601	1.2	13.2	-
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	-	4	2,031	2.6	30.9	-
ELECTRICAL PRODUCTS	-	-	-	-	-	2	690	2.3	25.5	-	1	375	1.7	20.0	-
NON-METALLIC MINERALS	-	-	-	-	-	2	1,279	7.1	105.6	-	1	285	4.8	61.7	-
PETROLEUM, OIL	-	-	-	-	-	2	560	4.5	58.1	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	1	205	4.5	43.5	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	1	235	2.8	31.7	-
NON-MANUFACTURING (EXCL CONST)	24	23,391	5.0	79.0	-	39	41,763	4.6	71.6	-	18	24,217	2.7	37.9	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	3	1,750	3.0	46.7	-
MINING, QUARRYING	-	-	-	-	-	5	1,768	3.1	42.1	-	1	5,600	2.5	34.3	-
TRANSPORTATION	1	205	11.0	125.0	-	2	496	4.1	49.9	-	2	1,994	4.6	69.3	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	1	10,000	4.7	33.5	-	1	9,587	1.5	19.8	-
ELECTRIC, GAS, WATER	-	-	-	-	-	2	1,025	4.1	47.4	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	1	292	4.5	44.4	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	1	1,070	0.0	0.0	-	1	822	1.4	6.7	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	1	1,400	4.5	35.0	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	13	8,008	4.8	76.4	-	16	17,654	4.8	69.5	-	5	3,056	4.9	77.7	-
HEALTH, WELFARE SERVICES	2	2,750	4.5	61.8	-	3	1,025	4.4	37.5	-	3	728	4.3	51.6	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	1	4,500	5.5	225.0	-	1	470	7.6	66.7	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	1	210	3.8	22.0	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	8,852	5.0	78.9	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	6	3,576	5.4	95.6	-	6	2,533	4.8	65.4	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	41	94,927	6.2	136.4	-	-	-	-	-	-

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

[illegible]

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)	24	23,391	5.0	79.0	-	90	130,089	5.8	121.8	25	11,483	4.2	53.4		
ALL INDUSTRIES (EXCL CONST)	24	23,391	5.0	79.0	-	49	35,162	4.7	82.4	25	11,483	4.2	53.4		
MANUFACTURING	-	-	-	-	-	15	4,894	5.0	61.0	11	3,839	4.3	42.7		
FOOD, BEVERAGES	-	-	-	-	-	1	340	4.9	61.0	2	740	3.9	46.2		
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-		
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	1	485	4.8	38.0		
LEATHER	-	-	-	-	-	-	-	-	-	1	245	4.5	39.7		
TEXTILES	-	-	-	-	-	1	250	4.7	47.5	1	410	4.1	37.7		
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-		
CLOTHING	-	-	-	-	-	2	505	3.4	34.9	-	-	-	-		
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-		
FURNITURE, FIXTURES	-	-	-	-	-	1	240	4.9	35.5	-	-	-	-		
PAPER	-	-	-	-	-	1	230	4.3	33.5	2	815	3.7	33.8		
PRINTING, PUBLISHING	-	-	-	-	-	1	437	5.0	62.5	-	-	-	-		
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-		
FABRICATED METALS	-	-	-	-	-	2	428	5.3	44.5	1	208	3.9	45.0		
MACHINERY	-	-	-	-	-	-	-	-	-	1	251	4.0	53.3		
TRANSPORTATION EQUIP	-	-	-	-	-	-	-	-	-	1	400	6.0	45.3		
ELECTRICAL PRODUCTS	-	-	-	-	-	1	420	1.5	22.0	-	-	-	-		
NON-METALLIC MINERALS	-	-	-	-	-	2	1,279	7.1	105.6	1	285	4.8	61.7		
PETROLEUM, OIL	-	-	-	-	-	2	560	4.5	58.1	-	-	-	-		
CHEMICALS	-	-	-	-	-	1	205	4.5	43.5	-	-	-	-		
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-		
NON-MANUFACTURING (EXCL CONST)	24	23,391	5.0	79.0	-	34	30,268	4.7	85.8	14	7,644	4.1	58.8		
FORESTRY	-	-	-	-	-	-	-	-	-	3	1,750	3.0	46.7		
MINING, QUARRYING	-	-	-	-	-	1	273	4.5	66.5	-	-	-	-		
TRANSPORTATION	1	205	11.0	125.0	-	2	496	4.1	49.9	1	1,244	4.3	79.3		
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-		
COMMUNICATIONS	-	-	-	-	-	-	-	-	-	-	-	-	-		
ELECTRIC, GAS, WATER	-	-	-	-	-	2	1,025	4.1	47.4	-	-	-	-		
WHOLESALE TRADE	-	-	-	-	-	1	292	4.5	44.4	-	-	-	-		
RETAIL TRADE	-	-	-	-	-	1	1,070	0.0	0.0	1	822	1.4	6.7		
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-		
INSURANCE, REAL ESTATE	-	-	-	-	-	1	1,400	4.5	35.0	-	-	-	-		
EDUCATION, RELATED SERVICE	13	8,008	4.8	76.4	-	16	17,654	4.8	69.5	4	2,420	4.8	78.4		
HEALTH, WELFARE SERVICES	2	2,750	4.5	61.8	-	3	1,025	4.4	37.5	3	728	4.3	51.6		
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-		
MANAGEMENT SERVICES	-	-	-	-	-	1	4,500	5.5	225.0	1	470	7.6	66.7		
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	1	210	3.8	22.0		
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-		
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-		
PROVINCIAL ADMINISTRATION	2	8,852	5.0	78.9	-	-	-	-	-	-	-	-	-		
LOCAL ADMINISTRATION	6	3,576	5.4	95.6	-	6	2,533	4.8	65.4	-	-	-	-		
CONSTRUCTION	-	-	-	-	-	41	94,927	6.2	136.4	-	-	-	-		

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES	171	209,508	32	44,545	139	164,963
TOTAL						
NO INCREASE	3	3,070	2	2,000	1	1,070
UNDER 2.0 PERCENT	9	13,128	7	11,886	2	1,242
2.0 - 2.9 PERCENT	12	10,059	9	9,009	3	1,050
3.0 - 3.9 PERCENT	14	5,324	2	920	12	4,404
4.0 - 4.9 PERCENT	59	60,417	8	18,877	51	41,540
5.0 - 5.9 PERCENT	38	39,862	4	1,853	34	38,009
6.0 - 6.9 PERCENT	23	58,494	.	.	23	58,494
7.0 - 7.9 PERCENT	10	18,049	.	.	10	18,049
8.0 PERCENT AND OVER	3	1,105	.	.	3	1,105
TOTAL	49	25,210	23	16,477	26	8,733
MANUFACTURING						
NO INCREASE	2	2,000	2	2,000	.	.
UNDER 2.0 PERCENT	5	2,144	4	1,724	1	420
2.0 - 2.9 PERCENT	8	3,409	8	3,409	.	.
3.0 - 3.9 PERCENT	6	1,961	1	270	5	1,691
4.0 - 4.9 PERCENT	20	12,685	6	8,607	14	4,078
5.0 - 5.9 PERCENT	6	1,732	2	467	4	1,265
6.0 - 6.9 PERCENT	1	400	.	.	1	400
7.0 - 7.9 PERCENT	1	879	.	.	1	879
TOTAL	81	89,371	9	28,068	72	61,303
NON-MANUFACTURING EXCL CONSTRUCTION						
NO INCREASE	1	1,070	.	.	1	1,070

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	UNDER 2.0 PERCENT	4	10,984	3	10,162	1	822	
	2.0 - 2.9 PERCENT	2	5,850	1	5,600	1	250	
	3.0 - 3.9 PERCENT	8	3,363	1	650	7	2,713	
	4.0 - 4.9 PERCENT	34	45,099	2	10,270	32	34,829	
	5.0 - 5.9 PERCENT	28	20,480	2	1,386	26	19,094	
	6.0 - 6.9 PERCENT	2	1,850	.	.	2	1,850	
	7.0 - 7.9 PERCENT	1	470	.	.	1	470	
	8.0 PERCENT AND OVER	1	205	.	.	1	205	
	TOTAL	41	94,927	.	.	41	94,927	
CONSTRUCTION	2.0 - 2.9 PERCENT	2	800	.	.	2	800	
	4.0 - 4.9 PERCENT	5	2,633	.	.	5	2,633	
	5.0 - 5.9 PERCENT	4	17,650	.	.	4	17,650	
	6.0 - 6.9 PERCENT	20	56,244	.	.	20	56,244	
	7.0 - 7.9 PERCENT	8	16,700	.	.	8	16,700	
	8.0 PERCENT AND OVER	2	900	.	.	2	900	
	TOTAL	107	143,904	30	34,322	77	109,582	
	NO INCREASE	3	3,070	2	2,000	1	1,070	
	UNDER 2.0 PERCENT	8	3,541	6	2,299	2	1,242	
PRIVATE SECTOR	2.0 - 2.9 PERCENT	11	9,809	9	9,009	2	800	
	3.0 - 3.9 PERCENT	12	4,867	2	920	10	3,947	
	4.0 - 4.9 PERCENT	29	26,478	8	18,877	21	7,601	

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
PRIVATE SECTOR	5.0 - 5.9 PERCENT	13	24,832	3	1,217	10	23,615	
	6.0 - 6.9 PERCENT	18	52,153	.	.	18	52,153	
	7.0 - 7.9 PERCENT	10	18,049	.	.	10	18,049	
	8.0 PERCENT AND OVER	3	1,105	.	.	3	1,105	
PUBLIC SECTOR	TOTAL	64	65,604	2	10,223	62	55,381	
	UNDER 2.0 PERCENT	1	9,587	1	9,587	.	.	
	2.0 - 2.9 PERCENT	1	250	.	.	1	250	
	3.0 - 3.9 PERCENT	2	457	.	.	2	457	
	4.0 - 4.9 PERCENT	30	33,939	.	.	30	33,939	
	5.0 - 5.9 PERCENT	25	15,030	1	636	24	14,394	
	6.0 - 6.9 PERCENT	5	6,341	.	.	5	6,341	

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1987
TO SECOND QUARTER OF 1988

	ALL AGREEMENTS	AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE		
		AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT
SECOND QUARTER 1987	ALL AGREEMENTS	186	147,902	4.1	37	26,360	2.0
	PRIVATE SECTOR	92	53,295	2.9	32	20,221	1.2
	PUBLIC SECTOR	94	94,607	4.7	5	6,139	4.6
THIRD QUARTER 1987	ALL AGREEMENTS	106	96,589	3.8	16	30,236	1.6
	PRIVATE SECTOR	49	36,370	3.0	14	21,268	2.0
	PUBLIC SECTOR	57	60,219	4.2	2	8,968	0.7
FOURTH QUARTER 1987	ALL AGREEMENTS	121	126,051	3.5	28	63,413	2.2
	PRIVATE SECTOR	68	77,495	2.5	22	58,869	2.0
	PUBLIC SECTOR	53	48,556	5.2	6	4,544	4.3
FIRST QUARTER 1988	ALL AGREEMENTS	177	101,490	3.8	26	17,366	2.6
	PRIVATE SECTOR	69	36,854	3.5	23	15,616	2.4
	PUBLIC SECTOR	108	64,636	4.0	3	1,750	4.4
SECOND QUARTER 1988	ALL AGREEMENTS	171	209,508	5.0	32	44,545	3.1
	PRIVATE SECTOR	107	143,904	5.3	30	34,322	3.5
	PUBLIC SECTOR	64	65,604	4.4	2	10,223	1.7

TABLE 7

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	171	100.0	209508	100.0
CHANGES IN ONE OR MORE BENEFITS	155	90.6	156544	74.7
PAID HOLIDAYS	6	3.5	11654	5.6
PAID VACATION	47	27.5	57400	27.4
OTHER PAID LEAVES	38	22.2	43560	20.8
HOSPITAL AND MEDICAL	88	51.5	95063	45.4
DENTAL	83	48.5	75119	35.9
SICKNESS AND ACCIDENT	22	12.9	15291	7.3
LONG TERM DISABILITY	16	9.4	8018	3.8
LIFE INSURANCE	54	31.6	30813	14.7
PENSIONS	68	39.8	71067	33.9
OTHER BENEFITS	75	43.9	77752	37.1
SETTLEMENTS NOT CHANGING ANY BENEFITS	13	7.6	47841	22.8
WAGES ONLY AGREEMENTS	1	0.6	4598	2.2
FIRST AGREEMENTS	2	1.2	525	0.3

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	EMPLS
TOTAL	171	209,508	107	143,904	64	65,604			
1-3 MONTHS	88	91,984	64	76,981	24	15,003			
4-6 MONTHS	61	80,144	37	60,032	24	20,112			
7-9 MONTHS	11	10,332	4	2,595	7	7,737			
10-12 MONTHS	2	9,125	.	.	2	9,125			
13 MONTHS AND OVER	9	17,923	2	4,296	7	13,627			
AVERAGE		4.5		3.7		6.0			

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	AGRTS	AGRTS	EMPLS	EMPLS
TOTAL	171	209,508	107	143,904	64	65,604			
DIRECT BARGAINING	65	64,633	25	30,622	40	34,011			
CONCILIATION	19	12,286	14	10,696	5	1,590			
POST CONCILIATION BARGAINING	24	15,758	18	14,043	6	1,715			
MEDIATION	42	71,944	33	55,638	9	16,306			
POST MEDIATION BARGAINING	1	3,600	1	3,600	.	.			
ARBITRATION	2	1,230	.	.	2	1,230			
WORK STOPPAGE	16	29,305	16	29,305	.	.			
OTHER	2	10,752	.	.	2	10,752			

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN SECOND QUARTER OF 1988

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
TOTAL	171	209,508	88	91,984	61	80,144	11	10,332	2	9,125	9	17,923						
DIRECT BARGAINING	65	64,633	40	36,787	20	20,104	3	6,317	1	425	1	1,000						
CONCILIATION	19	12,286	11	8,884	6	2,652	2	750										
POST CONCILIATION BARGAINING	24	15,758	14	12,146	8	2,987	1	350			1	275						
MEDIATION	42	71,944	16	28,017	20	29,217	3	1,640	1	8,700	2	4,370						
POST MEDIATION BARGAINING	1	3,600	1	3,600														
ARBITRATION	2	1,230																
WORK STOPPAGE	16	29,305	6	2,550	7	25,184	2	1,275				296						
OTHER	2	10,752																



Ontario

WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, THIRD QUARTER 1988

Office of Collective Bargaining Information
Industrial Relations Division
Ontario Ministry of Labour

December 1988



Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the third quarter of 1988. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-6 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 7 contains information on the changes made in benefits, and Tables 8-10 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario Third Quarter, 1988

During the third quarter of 1988, settlements were negotiated in 101 collective agreements covering 200 or more Ontario employees. A total of 77,259 employees were affected by these settlements, concentrated in construction, retail trade and transportation.

Wage Adjustments

The third quarter settlements provided increases on base wage rates averaging 4.5% over the terms of the agreements, down from 5.1% for settlements in the second quarter of 1988. (See Chart 2 and Tables 1 and 6.) The 4.5% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 4.4%, while settlements in the public sector averaged 4.7%.

Manufacturing industry settlements accounted for 26 of the 101 agreements ratified in the third quarter of 1988 and 11,166 or 14% of the employees. They provided on average a 5% annual base wage increase. In the construction industry, 10 agreements covering 15% of the total employees provided an average 5.9% annual base wage increase. The remaining 65 agreements and 54,258 employees were in non-manufacturing industries, where the settlements provided an average annual base wage increase of 4.1%.

Settlements in the private sector were concentrated in retail trade, transportation and communication. In the public sector, new contracts with federal, provincial and local administration employers covered 15,951 employees. Together with the settlements in the education and health services industries, these five public sector areas account for 57% of the non-manufacturing agreements and 47% of the employees.

Agreements without a cost-of-living (COLA) clause provided an average 4.6% per year, down from 5.6% in the second quarter of 1988. All agreements without COLA excluding construction provided an average 4.4%. Only 14 agreements covering 12,535 employees included a COLA. The agreements with COLA provided an average 3.7% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Thirty-seven percent of the third quarter settlements were for a term of 3 or more years, 50% were for a 2-year term, and only 14 agreements were for one year. All the agreements with a COLA were for a 2-year or 3-year term.

Benefit Changes

Existing benefits were changed or new ones were established in third quarter settlements of 90 agreements covering 58,481 employees. Hospital and medical insurance plans, paid vacation, dental plans and pensions were the benefits most affected (See Table 7).

The most common changes in paid vacation involved the service requirement for 5 weeks of vacation. In 3 agreements, a provision for 5 weeks was introduced and in 7 agreements the service requirement for 5 weeks

of vacation was reduced to 19, 18, or 17 years. A new provision for 6 weeks of vacation was established in 6 agreements, and a new provision for 7 weeks was established in 3 agreements.

Negotiations

The third quarter settlements were reached in an average of 6.2 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, up from 4.5 months in the second quarter of 1988. (See Table 8.) Seventy percent of the agreements covering 64% of the employees took six months or less to negotiate. Private sector settlements were negotiated in an average of 4.9 months, compared with an average of 7.8 months for the public sector.

Settlements were reached by the parties without outside assistance in 37% of the agreements covering 33% of the employees. (See Tables 9 and 10.) Government assistance was needed in the remaining negotiations, including 15 agreements covering 14,830 employees that involved work stoppages.

3
Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of
Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1986 to Third Quarter 1988

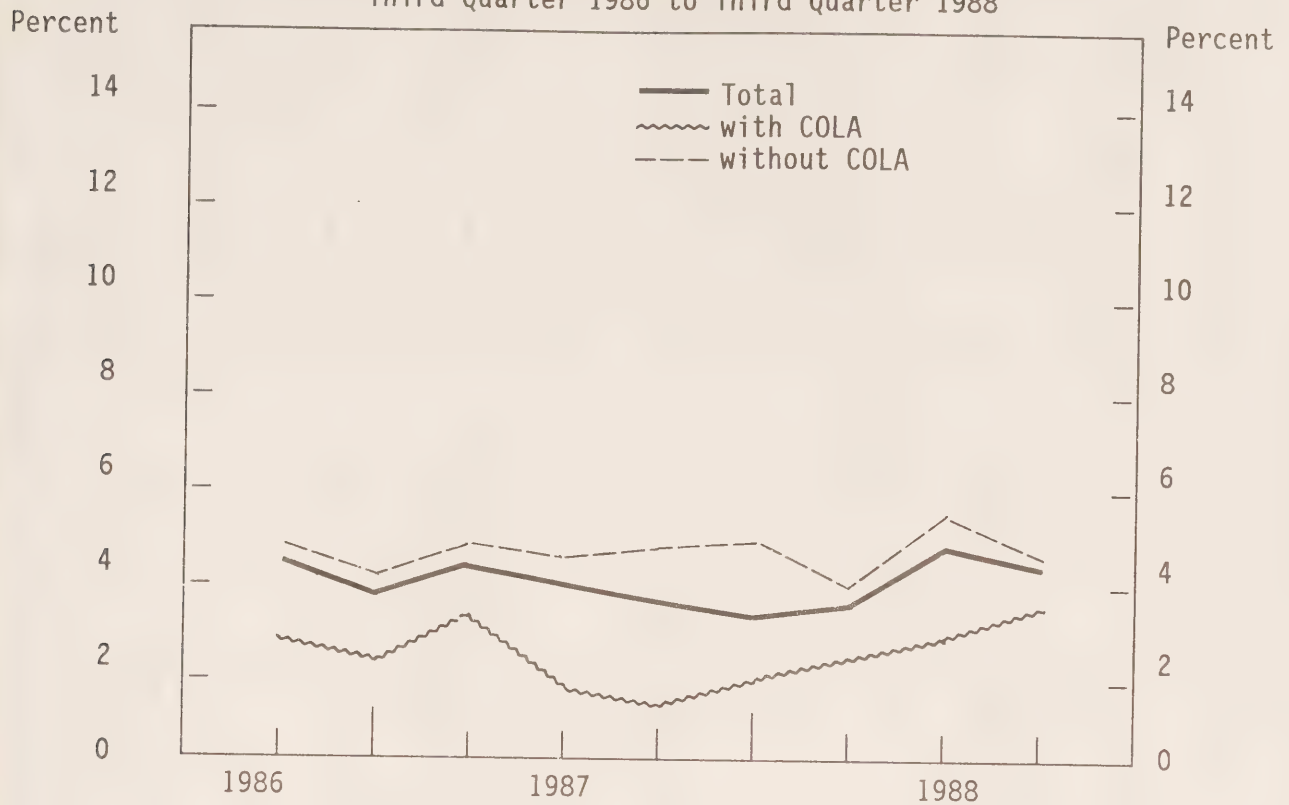


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and
Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Third Quarter 1986 to Third Quarter 1988

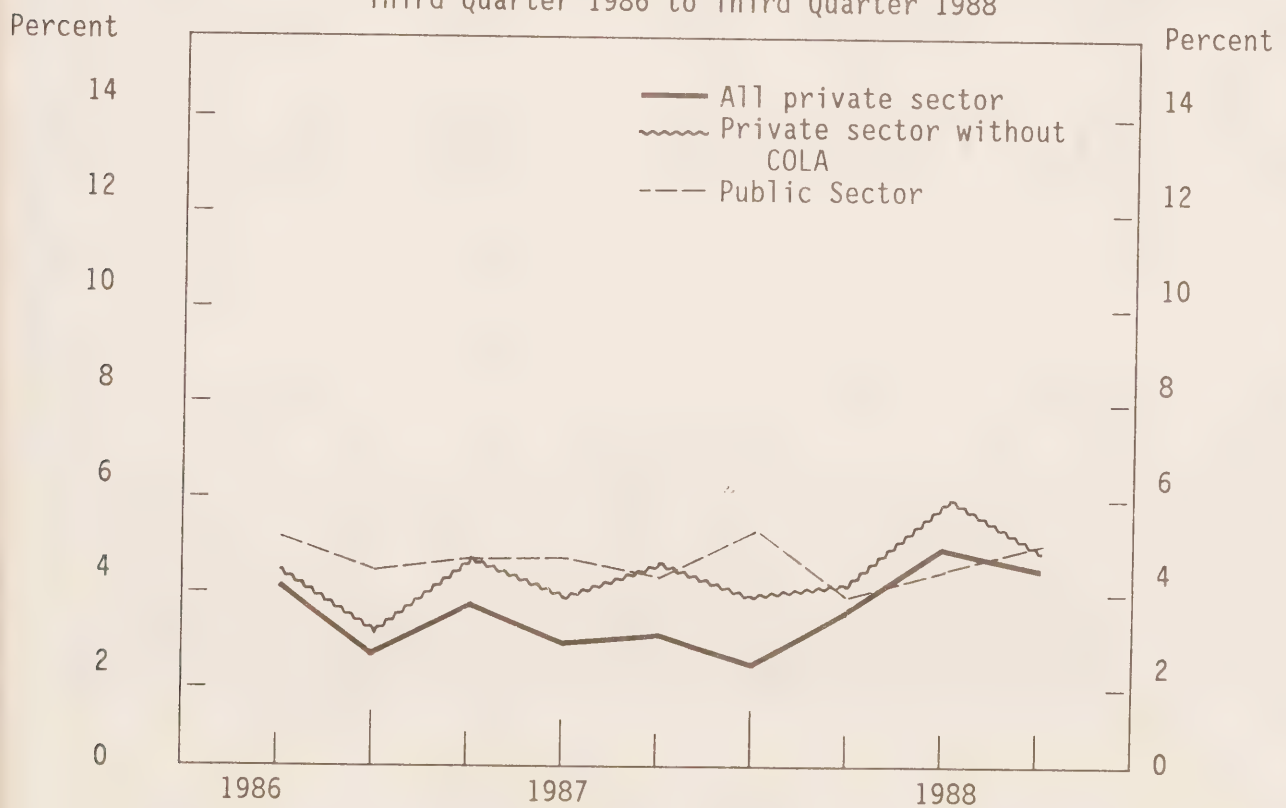


TABLE 1
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY INDUSTRY

INDUSTRY	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)...	101	77,259	4.5	64.4	14	12,535	3.7	51.9	87	64,724	4.6	66.9
ALL INDUSTRIES (EXCL CONST)...	91	65,424	4.2	51.8	14	12,535	3.7	51.9	77	52,889	4.4	51.8
MANUFACTURING	26	11,166	5.0	57.2	8	4,275	3.4	46.6	18	6,891	5.9	63.7
FOOD, BEVERAGES	6	4,151	5.1	64.4	2	2,464	4.7	65.8	4	1,687	5.5	62.3
TOBACCO	1	688	6.0	96.7	-	-	-	-	1	688	6.0	96.7
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	1	260	6.6	47.5	-	-	-	-	1	260	6.6	47.5
TEXTILES	3	1,173	5.2	54.1	-	-	-	-	3	1,173	5.2	54.1
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	2	475	4.6	25.9	-	-	-	-	2	475	4.6	25.9
WOOD	1	250	4.4	61.0	-	-	-	-	1	250	4.4	61.0
FURNITURE, FIXTURES	2	730	3.7	30.6	1	300	1.1	10.0	1	430	5.5	45.0
PAPER	2	825	4.3	61.5	-	-	-	-	2	825	4.3	61.5
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	1	365	0.5	6.7	1	365	0.5	6.7	-	-	-	-
FABRICATED METALS	1	550	12.8	119.9	-	-	-	-	1	550	12.8	119.9
MACHINERY	1	203	4.5	51.5	-	-	-	-	1	203	4.5	51.5
TRANSPORTATION EQUIP	5	1,496	3.1	32.8	4	1,146	2.1	27.6	1	350	6.4	50.0
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING (EXCL CONST)	65	54,258	4.1	50.8	6	8,260	3.9	54.7	59	45,998	4.1	50.1
FORESTRY	2	545	3.0	46.7	-	-	-	-	2	545	3.0	46.7
MINING, QUARRYING	3	2,790	3.6	40.5	1	1,760	1.2	17.7	2	1,030	7.5	79.6
TRANSPORTATION	9	8,062	4.7	67.3	3	5,700	4.7	67.2	6	2,362	4.6	67.5
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	5	3,358	3.2	30.0	1	400	4.7	62.5	4	2,958	3.0	25.6
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	1	250	5.5	45.0	-	-	-	-	1	250	5.5	45.0
RETAIL TRADE	3	9,973	1.8	8.1	-	-	-	-	3	9,973	1.8	8.1
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICES	14	6,717	7.1	77.5	-	-	-	-	14	6,717	7.1	77.5
HEALTH, WELFARE SERVICES	10	2,742	4.4	42.3	-	-	-	-	10	2,742	4.4	42.3
RECREATIONAL SERVICES	2	3,000	3.4	95.2	-	-	-	-	2	3,000	3.4	95.2
MANAGEMENT SERVICES	1	400	4.3	30.5	1	400	4.3	30.5	-	-	-	-
PERSONAL SERVICES	2	470	3.1	22.3	-	-	-	-	2	470	3.1	22.3
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	6	6,853	3.5	49.9	-	-	-	-	6	6,853	3.5	49.9
PROVINCIAL ADMINISTRATION	2	7,036	5.2	59.8	-	-	-	-	2	7,036	5.2	59.8
LOCAL ADMINISTRATION	5	2,062	5.1	83.4	-	-	-	-	5	2,062	5.1	83.4
CONSTRUCTION	10	11,835	5.9	134.1	-	-	-	-	10	11,835	5.9	134.1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS					TWO-YEAR AGREEMENTS					THREE-YEAR AGREEMENTS					FOUR-YEAR AGREEMENTS				
	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	PER HOUR	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST)	14	12,963	5.8	68.7	-	13	5,246	6.0	64.7	-	13	5,920	4.0	50.4	-	-	-	-	-	-
ALL INDUSTRIES (EXCL CONST)	14	12,963	5.8	68.7	-	2	792	6.5	58.8	-	4	3,359	4.7	65.7	-	-	-	-	-	-
MANUFACTURING	-	-	-	-	-	1	688	6.0	96.7	-	-	-	-	-	-	-	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	1	260	6.6	47.5	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	3	1,173	5.2	54.1	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	2	475	4.6	25.9	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	1	250	4.4	61.0	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	-	2	730	3.7	30.6	-	-	-	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	1	600	4.7	68.0	-	1	225	3.3	44.3	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	1	365	0.5	6.7	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	1	550	12.8	119.9	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	-	1	203	4.5	51.5	-	-	-	-	-	-	-	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	1	250	3.1	44.5	-	4	1,246	3.1	30.5	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	14	12,963	5.8	68.7	-	27	21,551	3.6	35.8	-	20	14,508	3.8	52.6	-	3	4,770	3.0	66.6	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	2	545	3.0	46.7	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	1	780	8.6	87.0	-	2	2,010	1.6	22.5	-	-	-	-	-	-
TRANSPORTATION	-	-	-	-	-	4	1,632	5.4	71.2	-	4	5,964	4.7	69.7	-	-	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	-	2	670	5.2	60.4	-	2	918	3.3	31.0	-	1	1,770	2.4	18.0	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	1	250	5.5	45.0	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	3	9,973	1.8	8.1	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	7	3,882	7.2	76.6	-	6	2,112	7.3	85.4	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	2	455	4.6	45.7	-	4	1,344	4.8	41.4	-	1	723	6.0	58.7	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	4	943	3.8	42.1	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	-	1	400	4.3	30.5	-	-	-	-	-	-	2	3,000	3.4	95.2	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	2	470	3.1	22.3	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	2	7,036	5.2	59.8	-	3	3,918	3.5	47.3	-	3	2,935	3.4	53.3	-	-	-	-	-	-
LOCAL ADMINISTRATION	3	1,590	5.3	94.9	-	2	472	4.6	44.9	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	10	11,835	5.9	134.1	-	-	-	-	-	-	-	-	-	-	-

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	-	-	-	-	4	1,350	3.5	38.0	10	11,185	3.8	53.6	-	-	-	-
ALL INDUSTRIES (EXCL CONST).	-	-	-	-	4	1,350	3.5	38.0	10	11,185	3.8	53.6	-	-	-	-
MANUFACTURING	-	-	-	-	2	550	2.0	25.7	6	3,725	3.6	49.7	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	-	-	-	-	2	2,464	4.7	65.8	-	-	-	-
TOBACCO	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	300	1.1	10.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	1	365	0.5	6.7	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	250	3.1	44.5	3	896	1.8	22.9	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST)	-	-	-	-	2	800	4.5	46.5	4	7,460	3.9	55.5	-	-	-	-
FORESTRY	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MINING, QUARRYING	-	-	-	-	-	-	-	-	1	1,760	1.2	17.7	-	-	-	-
TRANSPORTATION	-	-	-	-	-	-	-	-	3	5,700	4.7	67.2	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	400	4.7	62.5	-	-	-	-	-	-	-	-
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
HEALTH, WELFARE SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MANAGEMENT SERVICES	-	-	-	-	1	400	4.3	30.5	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PROVINCIAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COST-OF-LIVING CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY INDUSTRY AND DURATION OF AGREEMENT

INDUSTRY	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR	AGRTS	EMPLS	PER CENT	CENTS PER HOUR
ALL INDUSTRIES (INCL CONST).	14	12,963	5.8	68.7	46	37,282	4.7	71.0	23	9,243	4.0	50.1	3	4,770	3.0	66.6
ALL INDUSTRIES (EXCL CONST).	14	12,963	5.8	68.7	36	25,447	4.1	41.7	23	9,243	4.0	50.1	3	4,770	3.0	66.6
MANUFACTURING	-	-	-	-	11	4,696	6.4	69.3	7	2,195	4.8	51.7	-	-	-	-
FOOD, BEVERAGES	-	-	-	-	2	792	6.5	58.8	2	895	4.7	65.4	-	-	-	-
TOBACCO	-	-	-	-	1	688	6.0	96.7	-	-	-	-	-	-	-	-
RUBBER, PLASTICS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
LEATHER	-	-	-	-	1	260	6.6	47.5	-	-	-	-	-	-	-	-
TEXTILES	-	-	-	-	3	1,173	5.2	54.1	-	-	-	-	-	-	-	-
KNITTING MILLS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CLOTHING	-	-	-	-	-	-	-	-	2	475	4.6	25.9	-	-	-	-
WOOD	-	-	-	-	-	-	-	-	1	250	4.4	61.0	-	-	-	-
FURNITURE, FIXTURES	-	-	-	-	1	430	5.5	45.0	-	-	-	-	-	-	-	-
PAPER	-	-	-	-	1	600	4.7	68.0	1	225	3.3	44.3	-	-	-	-
PRINTING, PUBLISHING	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PRIMARY METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FABRICATED METALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MACHINERY	-	-	-	-	1	550	12.8	119.9	-	-	-	-	-	-	-	-
TRANSPORTATION EQUIP	-	-	-	-	1	203	4.5	51.5	1	350	6.4	50.0	-	-	-	-
ELECTRICAL PRODUCTS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-METALLIC MINERALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PETROLEUM, OIL	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
CHEMICALS	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
MISCELLANEOUS MFG	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
NON-MANUFACTURING(EXCL CONST	14	12,963	5.8	68.7	25	20,751	3.6	35.4	16	7,048	3.7	49.5	3	4,770	3.0	66.6
FORESTRY	-	-	-	-	-	-	-	-	2	545	3.0	46.7	-	-	-	-
MINING, QUARRYING	-	-	-	-	1	780	8.6	87.0	1	250	4.0	56.3	-	-	-	-
TRANSPORTATION	-	-	-	-	4	1,632	5.4	71.2	1	264	4.7	122.2	-	-	-	-
STORAGE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
COMMUNICATIONS	-	-	-	-	1	270	6.0	57.4	2	918	3.3	31.0	1	1,770	2.4	18.0
ELECTRIC, GAS, WATER	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
WHOLESALE TRADE	-	-	-	-	1	250	5.5	45.0	-	-	-	-	-	-	-	-
RETAIL TRADE	-	-	-	-	3	9,973	1.8	8.1	-	-	-	-	-	-	-	-
FINANCE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
INSURANCE, REAL ESTATE	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
EDUCATION, RELATED SERVICE	7	3,882	7.2	76.6	6	2,112	7.3	85.4	1	723	6.0	58.7	-	-	-	-
HEALTH, WELFARE SERVICES	2	455	4.6	45.7	4	1,344	4.8	41.4	4	943	3.8	42.1	-	-	-	-
RECREATIONAL SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	2	3,000	3.4	95.2
MANAGEMENT SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
PERSONAL SERVICES	-	-	-	-	-	-	-	-	2	470	3.1	22.3	-	-	-	-
MISCELLANEOUS SERVICES	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
FEDERAL ADMINISTRATION	-	-	-	-	-	-	-	-	3	2,935	3.4	53.3	-	-	-	-
PROVINCIAL ADMINISTRATION	2	7,036	5.2	59.8	-	-	-	-	-	-	-	-	-	-	-	-
LOCAL ADMINISTRATION	3	1,590	5.3	94.9	2	472	4.6	44.9	-	-	-	-	-	-	-	-
CONSTRUCTION	-	-	-	-	10	11,835	5.9	134.1	-	-	-	-	-	-	-	-

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS				AGREEMENTS WITH COST-OF-LIVING CLAUSE				AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE			
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
ALL INDUSTRIES												
TOTAL	101	77,259	14	12,535	87	64,724						
NO INCREASE	1	2,227	.	.	1	2,227						
UNDER 2.0 PERCENT	6	3,446	4	2,730	2	716						
2.0 - 2.9 PERCENT	7	11,495	2	591	5	10,904						
3.0 - 3.9 PERCENT	15	11,700	1	250	14	11,450						
4.0 - 4.9 PERCENT	31	16,796	6	8,534	25	8,262						
5.0 - 5.9 PERCENT	22	21,404	1	430	21	20,974						
6.0 - 6.9 PERCENT	10	5,921	.	.	10	5,921						
7.0 - 7.9 PERCENT	3	1,530	.	.	3	1,530						
8.0 PERCENT AND OVER	6	2,740	.	.	6	2,740						
TOTAL	26	11,166	8	4,275	18	6,891						
MANUFACTURING												
UNDER 2.0 PERCENT	3	970	3	970	.	.						
2.0 - 2.9 PERCENT	2	591	2	591	.	.						
3.0 - 3.9 PERCENT	3	725	1	250	2	475						
4.0 - 4.9 PERCENT	7	4,420	1	2,034	6	2,386						
5.0 - 5.9 PERCENT	5	1,932	1	430	4	1,502						
6.0 - 6.9 PERCENT	4	1,578	.	.	4	1,578						
7.0 - 7.9 PERCENT	1	400	.	.	1	400						
8.0 PERCENT AND OVER	1	550	.	.	1	550						
TOTAL	65	54,258	6	8,260	59	45,998						
NON-MANUFACTURING EXCL CONSTRUCTION												
NO INCREASE	1	2,227	.	.	1	2,227						

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
NON-MANUFACTURING EXCL CONSTRUCTION	UNDER 2.0 PERCENT	3	2,476	1	1,760	2 716
	2.0 - 2.9 PERCENT	5	10,904	.	.	5 10,904
	3.0 - 3.9 PERCENT	12	10,975	.	.	12 10,975
	4.0 - 4.9 PERCENT	24	12,376	5	6,500	19 5,876
	5.0 - 5.9 PERCENT	12	11,737	.	.	12 11,737
	6.0 - 6.9 PERCENT	3	1,343	.	.	3 1,343
	7.0 - 7.9 PERCENT	1	230	.	.	1 230
	8.0 PERCENT AND OVER	4	1,990	.	.	4 1,990
CONSTRUCTION	TOTAL	10	11,835	.	.	10 11,835
	5.0 - 5.9 PERCENT	5	7,735	.	.	5 7,735
	6.0 - 6.9 PERCENT	3	3,000	.	.	3 3,000
	7.0 - 7.9 PERCENT	1	900	.	.	1 900
	8.0 PERCENT AND OVER	1	200	.	.	1 200
	TOTAL	57	47,584	13	12,230	44 35,354
PRIVATE SECTOR	NO INCREASE	1	2,227	.	.	1 2,227
	UNDER 2.0 PERCENT	5	3,141	3	2,425	2 716
	2.0 - 2.9 PERCENT	4	8,877	2	591	2 8,286
	3.0 - 3.9 PERCENT	6	3,470	1	250	5 3,220
	4.0 - 4.9 PERCENT	16	11,914	6	8,534	10 3,380
	5.0 - 5.9 PERCENT	12	10,242	1	430	11 9,812
	6.0 - 6.9 PERCENT	7	4,578	.	.	7 4,578
	TOTAL	57	47,584	13	12,230	44 35,354

(CONTINUED)

TABLE 5

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SIZE OF INCREASE

		ALL AGREEMENTS		AGREEMENTS WITH COST-OF-LIVING CLAUSE		AGREEMENTS WITHOUT COST-OF- LIVING CLAUSE	
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS
PRIVATE SECTOR	7.0 - 7.9 PERCENT	2	1,300	.	.	2	1,300
	8.0 PERCENT AND OVER	4	1,835	.	.	4	1,835
	TOTAL	44	29,675	1	305	43	29,370
PUBLIC SECTOR	UNDER 2.0 PERCENT	1	305	1	305	.	.
	2.0 - 2.9 PERCENT	3	2,618	.	.	3	2,618
	3.0 - 3.9 PERCENT	9	8,230	.	.	9	8,230
	4.0 - 4.9 PERCENT	15	4,882	.	.	15	4,882
	5.0 - 5.9 PERCENT	10	11,162	.	.	10	11,162
	6.0 - 6.9 PERCENT	3	1,343	.	.	3	1,343
	7.0 - 7.9 PERCENT	1	230	.	.	1	230
	8.0 PERCENT AND OVER	2	905	.	.	2	905

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1987
TO THIRD QUARTER OF 1988

	ALL AGREEMENTS			AGREEMENTS WITH COST-OF-LIVING CLAUSE			AGREEMENTS WITHOUT COST-OF-LIVING CLAUSE		
	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT	AGRTS	EMPLS	PER CENT
THIRD QUARTER 1987									
ALL AGREEMENTS	106	96,589	3.8	16	30,236	1.6	90	66,353	4.7
PRIVATE SECTOR	49	36,370	3.0	14	21,268	2.0	35	15,102	4.4
PUBLIC SECTOR	57	60,219	4.2	2	8,968	0.7	55	51,251	4.8
FOURTH QUARTER 1987									
ALL AGREEMENTS	121	126,051	3.5	28	63,413	2.2	93	62,638	4.9
PRIVATE SECTOR	68	77,495	2.5	22	58,869	2.0	46	18,626	4.0
PUBLIC SECTOR	53	48,556	5.2	6	4,544	4.3	47	44,012	5.2
FIRST QUARTER 1988									
ALL AGREEMENTS	177	101,490	3.8	26	17,366	2.6	151	84,124	4.1
PRIVATE SECTOR	69	36,854	3.5	23	15,616	2.4	46	21,238	4.3
PUBLIC SECTOR	108	64,636	4.0	3	1,750	4.4	105	62,886	4.0
SECOND QUARTER 1988									
ALL AGREEMENTS	186	217,285	5.1	35	46,015	3.1	151	171,270	5.6
PRIVATE SECTOR	112	146,184	5.3	32	35,352	3.5	80	110,832	5.9
PUBLIC SECTOR	74	71,101	4.6	3	10,663	1.8	71	60,438	5.1
THIRD QUARTER 1988									
ALL AGREEMENTS	101	77,259	4.5	14	12,535	3.7	87	64,724	4.6
PRIVATE SECTOR	57	47,584	4.4	13	12,230	3.8	44	35,354	4.6
PUBLIC SECTOR	44	29,675	4.7	1	305	1.0	43	29,370	4.7

TABLE 7

CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	101	100.0	77259	100.0
CHANGES IN ONE OR MORE BENEFITS	90	89.1	58481	75.7
PAID HOLIDAYS	8	7.9	2870	3.7
PAID VACATION	42	41.6	31978	41.4
OTHER PAID LEAVES	34	33.7	15463	20.0
HOSPITAL AND MEDICAL	54	53.5	39361	50.9
DENTAL	54	53.5	25688	33.2
SICKNESS AND ACCIDENT	16	15.8	9029	11.7
LONG TERM DISABILITY	14	13.9	17252	22.3
LIFE INSURANCE	27	26.7	11787	15.3
PENSIONS	37	36.6	24339	31.5
OTHER BENEFITS	52	51.5	39612	51.3
SETTLEMENTS FOR WAGES ONLY	10	9.9	18518	24.0
FIRST AGREEMENTS	1	1.0	255	0.3

TABLE 8

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS
TOTAL	101	77,259	57	47,584	44	29,675			
1-3 MONTHS	35	22,775	23	17,551	12	5,224			
4-6 MONTHS	36	26,476	23	20,542	13	5,934			
7-9 MONTHS	14	17,126	6	5,400	8	11,726			
10-12 MONTHS	5	1,345	2	625	3	720			
13 MONTHS AND OVER	11	9,537	3	3,466	8	6,071			
AVERAGE		6.2		4.9		7.8			

TABLE 9

STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988
BY SECTOR

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS
TOTAL	101	77,259	57	47,584	44	29,675			
DIRECT BARGAINING	37	25,873	16	9,367	21	16,506			
CONCILIATION	12	11,940	8	10,805	4	1,135			
POST CONCILIATION BARGAINING	7	2,826	6	1,956	1	870			
MEDIATION	20	17,639	14	14,216	6	3,423			
POST MEDIATION BARGAINING	4	972	2	500	2	472			
ARBITRATION	3	1,802	.	.	3	1,802			
WORK STOPPAGE	15	14,830	11	10,740	4	4,090			
OTHER	3	1,377	.	.	3	1,377			

TABLE 10

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, NEGOTIATED IN THIRD QUARTER OF 1988

STAGE OF SETTLEMENT	TOTAL	1-3 MONTHS		4-6 MONTHS		7-9 MONTHS		10-12 MONTHS		13 MONTHS AND OVER		
		AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	AGRTS	EMPLS	
TOTAL	101	77,259	35	22,775	36	26,476	14	17,126	5	1,345	11	9,537
DIRECT BARGAINING	37	25,873	16	6,384	12	5,758	4	9,805	2	487	3	3,439
CONCILIATION	12	11,940	8	9,435	2	480	1	1,700	1	325	.	.
POST CONCILIATION BARGAINING	7	2,826	3	1,500	4	1,326	.	.	.	.	.	.
MEDIATION	20	17,639	4	1,107	13	15,532	3	1,000	.	.	.	.
POST MEDIATION BARGAINING	4	972	1	250	1	250	2	472	.	.	.	.
ARBITRATION	3	1,802	1	1,099	1	233	1	470
WORK STOPPAGE	15	14,830	3	4,099	4	3,130	3	3,050	1	300	4	4,251
OTHER	3	1,377	3	1,377

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WAGE DEVELOPMENTS IN COLLECTIVE BARGAINING SETTLEMENTS
IN ONTARIO, FOURTH QUARTER 1988

Office of Collective Bargaining Information
Industrial Relations Division
Ontario Ministry of Labour

April, 1989



Hon. Gregory Sorbara
Minister

Glenn R. Thompson
Deputy Minister

FOREWORD

The attached tables describe changes in wage rates established by collective bargaining agreements covering 200 or more Ontario workers, negotiated in the fourth quarter of 1988. The data were drawn from the monthly reports on settlements prepared by the Ontario Ministry of Labour.

The increases presented in the tables are calculated on the base wage rates provided in the agreements and weighted by the number of employees in the bargaining unit. They are not necessarily representative of the average increases for the entire bargaining unit. Also, they do not include estimates for additional increases that may result from the operation of cost-of-living clauses, since such increases will depend on future increases in the Consumer Price Index.

Tables 1-7 inclusive provide information in the form of average annual increases; these are calculated by reducing the total increase for the full term of an agreement to an average annual (compounded) equivalent. Table 8 contains information on the changes made in benefits, and Tables 9-11 give information on the duration of negotiations and stage at which the settlements were reached.

The data in this report were prepared for computer processing by the staff of the Office of Collective Bargaining Information, Industrial Relations Division. For further information on the tables, please call Erin Holmes (965-6886).

Wage Developments in Collective Bargaining Settlements in Ontario Fourth Quarter, 1988

During the fourth quarter of 1988, settlements were negotiated in 121 collective agreements covering 200 or more Ontario employees. A total of 124,354 employees were affected by these settlements, concentrated in provincial government, education, and retail trade.

Wage Adjustments

The fourth quarter settlements provided increases on base wage rates averaging 4.7% per year over the terms of the agreements, up from 4.5% for settlements in the third quarter of 1988. (See Chart 2 and Table 1.) The 4.7% is an average calculated by weighting the increase in the base rate in each agreement by the number of employees that the agreement covers. Private sector settlements averaged 4.0%, while settlements in the public sector averaged 5.2%. (See Table 7.)

Manufacturing industry settlements accounted for 35 of the 121 agreements ratified in the fourth quarter of 1988 and 11,990 or 9.6% of the employees. They provided on average a 4.6% annual base wage increase. The 86 agreements and 112,364 employees in non-manufacturing industries provided an average annual base wage increase of 4.7%. (See Table 2.)

Fourth quarter settlements in the private sector were concentrated in retail trade. In the public sector, 6 new contracts with the provincial government covered 37,105 employees and 45 new contracts in the education sector covered 25,199 employees. On average the provincial government and education sector agreements provided a 5.4% annual base wage increase.

Agreements without a cost-of-living (COLA) clause provided an average 4.7% per year, up slightly from 4.6% in the third quarter of 1988. The 17 agreements with COLA also provided an average 4.7% annual base wage increase. The settlement increases do not include adjustments that could be generated from the COLA clauses, because the adjustments are contingent on future changes in the Consumer Price Index and adjustment formulas.

Nearly one-half of the fourth quarter settlements were for a 2-year term, 29% were for a 3-year term, and 26% of the agreements were for one year. Sixteen of the 17 agreements with COLA were for a 2-year or 3-year term. (See Tables 3, 4 and 5.)

Forty-five agreements covering 43% of the employees provided base wage increases in the range of 5.0% to 5.9% per year. A further 36% of the employees settled for annual base wage increases of 4.0% to 4.9%. (See Table 6.)

Benefit Changes

Existing benefits were changed or new ones were established in fourth quarter settlements of 102 agreements covering 73,504 employees. Hospital and medical insurance plans, dental plans and paid vacation were the benefits most affected. (See Table 8.)

The most common changes in paid vacation involved the service requirement for 5 and 6 weeks of vacation. In 5 agreements, a provision for 5 weeks was introduced and in 4 agreements a provision for 6 weeks of vacation was introduced. A number of other agreements reduced the service requirements for 5 or 6 weeks entitlement.

Negotiations

The fourth quarter settlements were reached in an average of 6.6 months from the date the parties commenced bargaining to the date the settlement was ratified by the employees, up from 6.2 months in the third quarter of 1988. (See Table 9.) Thirty-three percent of the agreements covering 20% of the employees took less than 4 months to negotiate. Private sector settlements were negotiated in an average of 4.2 months, compared with an average of 8.4 months for the public sector.

Settlements were reached by the parties without outside assistance in 40% of the agreements covering 44% of the employees. (See Tables 10 and 11.) Government assistance was needed in the remaining negotiations, including 9 agreements covering 14,359 employees that involved work stoppages.

Chart 1

Average Annual Percent Increases in Base Wage Rates in Settlements of Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1986 to Fourth Quarter 1988

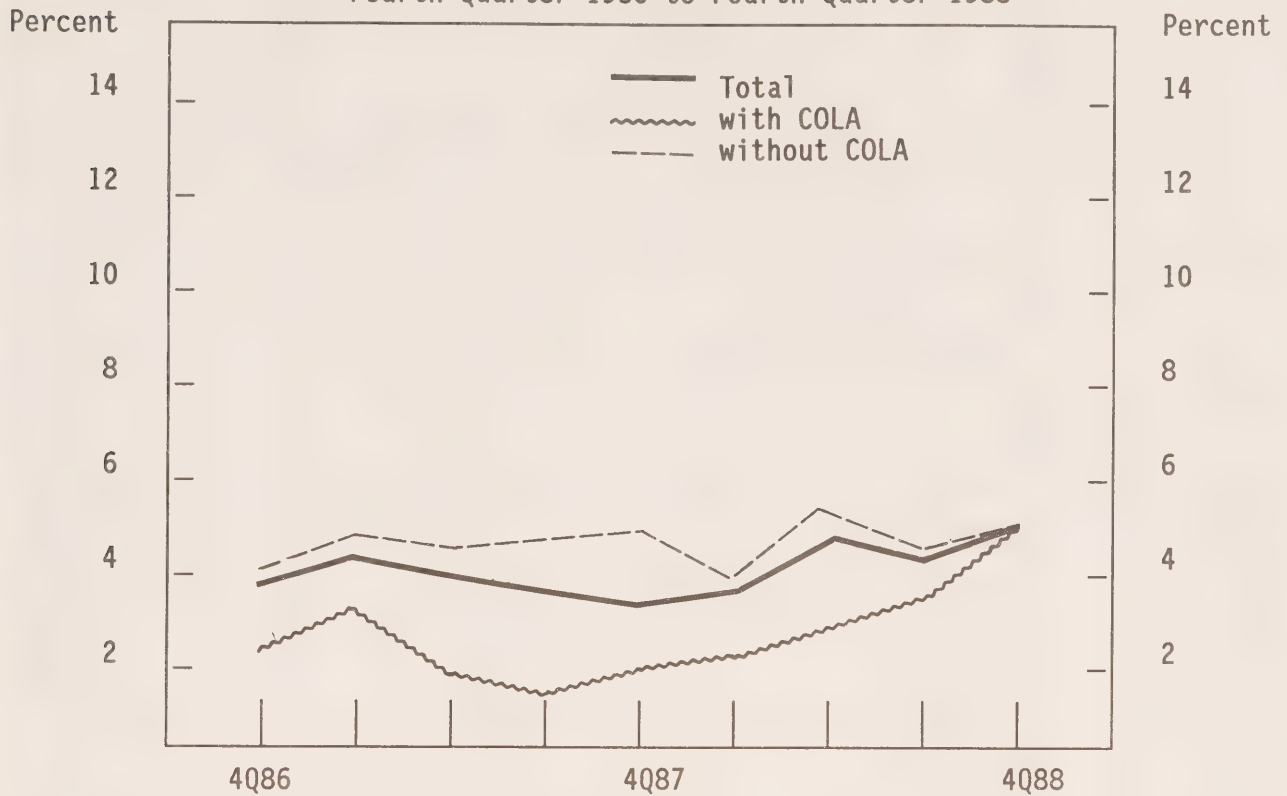


Chart 2

Average Annual Percent Increases in Base Wage Rates in Settlements of Private and Public Sector Collective Bargaining Agreements Covering 200 or More Employees
Fourth Quarter 1986 to Fourth Quarter 1988



TABLE 1

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1987 TO FOURTH QUARTER 1988
SUMMARY BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1987									
ALL INDUSTRIES INCL CONSTRUCTION	120	125,293	3.5	28	63,413	2.2	92	61,880	4.9
ALL INDUSTRIES EXCL CONSTRUCTION	119	124,993	3.5	28	63,413	2.2	91	61,580	4.9
CONSTRUCTION	1	300	4.4	.	.	.	1	300	4.4
FIRST QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	177	101,507	3.8	27	18,481	2.5	150	83,026	4.1
ALL INDUSTRIES EXCL CONSTRUCTION	176	101,257	3.8	27	18,481	2.5	149	82,776	4.1
CONSTRUCTION	1	250	12.9	.	.	.	1	250	12.9
SECOND QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	186	217,183	5.1	35	46,015	3.1	151	171,168	5.6
ALL INDUSTRIES EXCL CONSTRUCTION	143	121,406	4.2	35	46,015	3.1	108	75,391	4.9
CONSTRUCTION	43	95,777	6.2	.	.	.	43	95,777	6.2
THIRD QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
ALL INDUSTRIES EXCL CONSTRUCTION	93	66,152	4.3	14	12,535	3.7	79	53,617	4.4
CONSTRUCTION	10	11,835	5.9	.	.	.	10	11,835	5.9
FOURTH QUARTER 1988									
ALL INDUSTRIES INCL CONSTRUCTION	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7
ALL INDUSTRIES EXCL CONSTRUCTION	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7

TABLE 2

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES INCL CONSTRUCTION	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7
MANUFACTURING	35	11,990	4.6	12	4,547	4.3	23	7,443	4.8
FOOD, BEVERAGE	4	1,630	4.4	3	1,430	4.6	1	200	3.3
RUBBER, PLASTICS	1	225	3.6	1	225	3.6	.	.	.
LEATHER	2	900	4.5	.	.	.	2	900	4.5
TEXTILE	2	441	8.2	.	.	.	2	441	8.2
KNITTING MILLS	2	860	5.5	.	.	.	2	860	5.5
FURNITURE, FIXTURES	1	202	5.7	.	.	.	1	202	5.7
PAPER	1	225	3.3	.	.	.	1	225	3.3
PRIMARY METALS	3	648	3.8	1	228	1.7	2	420	5.0
FABRICATED METALS	2	445	2.5	1	225	1.6	1	220	3.3
MACHINERY	1	262	5.6	.	.	.	1	262	5.6
TRANSPORTATION EQUIPMENT	5	1,950	2.8	3	1,110	3.9	2	840	1.4
ELECTRICAL PRODUCTS	6	2,179	5.1	2	1,124	5.5	4	1,055	4.6
NON-METALLIC MINERALS	1	205	4.1	1	205	4.1	.	.	.

(CONTINUED)

TABLE 2 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
MANUFACTURING									
CHEMICALS	1	650	4.5	.	.	.	1	650	4.5
OTHER MANUFACTURING	3	1,168	6.3	.	.	.	3	1,168	6.3
TOTAL	86	112,364	4.7	5	12,646	4.9	81	99,718	4.7
NON-MANUFACTURING EXCL CONSTRUCTION									
TRANSPORTATION	5	2,728	4.8	1	231	5.0	4	2,497	4.8
COMMUNICATIONS	4	15,136	4.7	2	11,500	4.8	2	3,636	4.1
RETAIL TRADE	8	23,207	3.0	.	.	.	8	23,207	3.0
REAL ESTATE, INSURANCE AGENCIES	1	300	5.4	.	.	.	1	300	5.4
EDUCATION, RELATED SERVICES	45	25,199	5.4	2	915	5.4	43	24,284	5.4
HEALTH, WELFARE SERVICES	7	2,448	4.4	.	.	.	7	2,448	4.4
ACCOMMODATION, FOOD SERVICES	1	375	6.5	.	.	.	1	375	6.5
FEDERAL GOVERNMENT	6	4,287	3.5	.	.	.	6	4,287	3.5
PROVINCIAL GOVERNMENT	6	37,105	5.4	.	.	.	6	37,105	5.4
LOCAL GOVERNMENT	3	1,579	5.6	.	.	.	3	1,579	5.6

TABLE 3

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	31	55,654	5.3	54	56,151	4.2	35	11,709	4.3	1	840	4.5
MANUFACTURING	1	440	0.0	15	5,801	5.5	19	5,749	4.1	.	.	.
FOOD, BEVERAGE	4	1,630	4.4	.	.	.
RUBBER, PLASTICS	1	225	3.6	.	.	.
LEATHER	.	.	.	2	900	4.5	.	.	.	.	.	.
TEXTILE	.	.	.	2	441	8.2	.	.	.	.	.	.
KNITTING MILLS	.	.	.	2	860	5.5	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	202	5.7	.	.	.	.	.	.
PAPER	1	225	3.3	.	.	.
PRIMARY METALS	.	.	.	1	200	5.0	2	448	3.3	.	.	.
FABRICATED METALS	2	445	2.5	.	.	.
MACHINERY	1	262	5.6	.	.	.
TRANSPORTATION EQUIPMENT	1	440	0.0	1	425	4.8	3	1,085	3.2	.	.	.
ELECTRICAL PRODUCTS	.	.	.	3	1,173	5.4	3	1,006	4.7	.	.	.
NON-METALLIC MINERALS	1	205	4.1	.	.	.

(CONTINUED)

TABLE 3 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS				TWO-YEAR AGREEMENTS				THREE-YEAR AGREEMENTS				FOUR-YEAR AGREEMENTS			
	AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT		AGMTS	EMPLS	PERCENT	
MANUFACTURING																
CHEMICALS	.	.	.		1	650	4.5		.	.	.		.	.	.
OTHER MANUFACTURING	.	.	.		2	950	6.3		1	218	6.7		.	.	.	
TOTAL	30	55,214	5.3		39	50,350	4.1		16	5,960	4.5		1	840	4.5	
NON-MANUFACTURING EXCL CONSTRUCTION																
TRANSPORTATION	.	.	.		1	1,115	4.5		3	773	5.6		1	840	4.5	
COMMUNICATIONS	1	3,416	4.0		2	11,500	4.8		1	220	5.1		.	.	.	
RETAIL TRADE	.	.	.		6	22,572	3.0		2	635	3.7		.	.	.	
REAL ESTATE, INSURANCE AGENCIES	.	.	.		.	.	.		1	300	5.4		.	.	.	
EDUCATION, RELATED SERVICES	19	13,164	5.4		24	11,295	5.3		2	740	4.8		.	.	.	
HEALTH, WELFARE SERVICES	.	.	.		2	455	5.4		5	1,993	4.2		.	.	.	
ACCOMMODATION, FOOD SERVICES	.	.	.		.	.	.		1	375	6.5		.	.	.	
FEDERAL GOVERNMENT	2	574	3.6		3	2,789	3.6		1	924	3.4		.	.	.	
PROVINCIAL GOVERNMENT	6	37,105	5.4		.	.	.		.	.	.		.	.	.
LOCAL GOVERNMENT	2	955	5.9		1	624	5.3		.	.	.		.	.	.

TABLE 4

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITH COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	1	250	4.9	5	13,258	4.9	11	3,685	4.0
MANUFACTURING	.	.	.	2	1,093	5.5	10	3,454	3.9
TOTAL	.	.	.	.	.	.	3	1,430	4.6
FOOD, BEVERAGE	.	.	.	.	.	.	.	.	.
RUBBER, PLASTICS	.	.	.	.	.	.	1	225	3.6
PRIMARY METALS	.	.	.	.	.	.	1	228	1.7
FABRICATED METALS	.	.	.	.	.	.	1	225	1.6
TRANSPORTATION EQUIPMENT	.	.	.	1	425	4.8	2	685	3.4
ELECTRICAL PRODUCTS	.	.	.	1	668	6.0	1	456	4.8
NON-METALLIC MINERALS	.	.	.	.	.	.	1	205	4.1
NON-MANUFACTURING EXCL CONSTRUCTION	1	250	4.9	3	12,165	4.9	1	231	5.0
TRANSPORTATION	.	.	.	.	.	.	1	231	5.0
COMMUNICATIONS	.	.	.	2	11,500	4.8	.	.	.
EDUCATION, RELATED SERVICES	1	250	4.9	1	665	5.5	.	.	.

TABLE 5
AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
ALL INDUSTRIES	30	55,404	5.3	49	42,893	4.0	24	8,024	4.4	1	840	4.5
MANUFACTURING	1	440	0.0	13	4,708	5.5	9	2,295	4.3	.	.	.
FOOD, BEVERAGE	1	200	3.3	.	.	.
LEATHER	.	.	.	2	900	4.5	.	.	.	.	.	.
TEXTILE	.	.	.	2	441	8.2	.	.	.	.	.	.
KNITTING MILLS	.	.	.	2	860	5.5	.	.	.	.	.	.
FURNITURE, FIXTURES	.	.	.	1	202	5.7	.	.	.	.	.	.
PAPER	1	225	3.3	.	.	.
PRIMARY METALS	.	.	.	1	200	5.0	1	220	5.0	.	.	.
FABRICATED METALS	1	220	3.3	.	.	.
MACHINERY	1	262	5.6	.	.	.
TRANSPORTATION EQUIPMENT	1	440	0.0	.	.	.	1	400	2.9	.	.	.
ELECTRICAL PRODUCTS	.	.	.	2	505	4.7	2	550	4.6	.	.	.
CHEMICALS	.	.	.	1	650	4.5	.	.	.	.	.	.
OTHER MANUFACTURING	.	.	.	2	950	6.3	1	218	6.7	.	.	.

(CONTINUED)

TABLE 5 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
WITHOUT COLA CLAUSE COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY INDUSTRY AND DURATION OF AGREEMENT

	ONE-YEAR AGREEMENTS			TWO-YEAR AGREEMENTS			THREE-YEAR AGREEMENTS			FOUR-YEAR AGREEMENTS		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
NON-MANUFACTURING EXCL CONSTRUCTION												
TOTAL	29	54,964	5.3	36	38,185	3.8	15	5,729	4.5	1	840	4.5
TRANSPORTATION	.	.	.	1	1,115	4.5	2	542	5.9	1	840	4.5
COMMUNICATIONS	1	3,416	4.0	.	.	.	1	220	5.1	.	.	.
RETAIL TRADE	.	.	.	6	22,572	3.0	2	635	3.7	.	.	.
REAL ESTATE, INSURANCE AGENCIES	.	.	.	.	.	.	1	300	5.4	.	.	.
EDUCATION, RELATED SERVICES	18	12,914	5.4	23	10,630	5.3	2	740	4.8	.	.	.
HEALTH, WELFARE SERVICES	.	.	.	2	455	5.4	5	1,993	4.2	.	.	.
ACCOMMODATION, FOOD SERVICES	.	.	.	.	.	.	1	375	6.5	.	.	.
FEDERAL GOVERNMENT	2	574	3.6	3	2,789	3.6	1	924	3.4	.	.	.
PROVINCIAL GOVERNMENT	6	37,105	5.4	.	.	.	.	.	.	.	.	.
LOCAL GOVERNMENT	2	955	5.9	1	624	5.3	.	.	.	.	.	.

TABLE 6

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
ALL INDUSTRIES INCL						
CONSTRUCTION						
TOTAL	121	124,354	17	17,193	104	107,161
NO INCREASE	3	5,903	.	.	3	5,903
UNDER 3.0 PERCENT	8	2,926	3	713	5	2,213
3.0 - 3.9 PERCENT	13	12,653	1	225	12	12,428
4.0 - 4.9 PERCENT	36	44,152	10	14,691	26	29,461
5.0 - 5.9 PERCENT	45	53,234	2	896	43	52,338
6.0 - 6.9 PERCENT	8	2,784	1	668	7	2,116
7.0 - 7.9 PERCENT	3	1,261	.	.	3	1,261
8.0 PERCENT AND OVER	5	1,441	.	.	5	1,441
TOTAL	35	11,990	12	4,547	23	7,443
MANUFACTURING						
NO INCREASE	1	440	.	.	1	440
UNDER 3.0 PERCENT	5	1,413	3	713	2	700
3.0 - 3.9 PERCENT	4	870	1	225	3	645
4.0 - 4.9 PERCENT	12	5,021	7	2,941	5	2,080
5.0 - 5.9 PERCENT	7	1,989	.	.	7	1,989

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
MANUFACTURING	6.0 - 6.9 PERCENT	3	1,136	1	668	2 468
	7.0 - 7.9 PERCENT	1	680	.	.	1 680
	8.0 PERCENT AND OVER	2	441	.	.	2 441
	TOTAL	86	112,364	5	12,646	81 99,718
NON-MANUFACTURING EXCL CONSTRUCTION	NO INCREASE	2	5,463	.	.	2 5,463
	UNDER 3.0 PERCENT	3	1,513	.	.	3 1,513
	3.0 - 3.9 PERCENT	9	11,783	.	.	9 11,783
	4.0 - 4.9 PERCENT	24	39,131	3	11,750	21 27,381
	5.0 - 5.9 PERCENT	38	51,245	2	896	36 50,349
	6.0 - 6.9 PERCENT	5	1,648	.	.	5 1,648
	7.0 - 7.9 PERCENT	2	581	.	.	2 581
	8.0 PERCENT AND OVER	3	1,000	.	.	3 1,000
PRIVATE SECTOR	TOTAL	51	52,149	14	16,050	37 36,099
	NO INCREASE	3	5,903	.	.	3 5,903
	UNDER 3.0 PERCENT	5	2,114	2	485	3 1,629

(CONTINUED)

TABLE 6 (CONTINUED)

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY SIZE OF INCREASE

	ALL AGREEMENTS		AGREEMENTS WITH COLA		AGREEMENTS WITHOUT COLA	
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS
PRIVATE SECTOR						
3.0 - 3.9 PERCENT	7	8,366	1	225	6	8,141
4.0 - 4.9 PERCENT	18	30,096	9	14,441	9	15,655
5.0 - 5.9 PERCENT	10	2,740	1	231	9	2,509
6.0 - 6.9 PERCENT	4	1,511	1	668	3	843
7.0 - 7.9 PERCENT	2	978	.	.	2	978
8.0 PERCENT AND OVER	2	441	.	.	2	441
TOTAL	70	72,205	3	1,143	67	71,062
PUBLIC SECTOR						
UNDER 3.0 PERCENT	3	812	1	228	2	584
3.0 - 3.9 PERCENT	6	4,287	.	.	6	4,287
4.0 - 4.9 PERCENT	18	14,056	1	250	17	13,806
5.0 - 5.9 PERCENT	35	50,494	1	665	34	49,829
6.0 - 6.9 PERCENT	4	1,273	.	.	4	1,273
7.0 - 7.9 PERCENT	1	283	.	.	1	283
8.0 PERCENT AND OVER	3	1,000	.	.	3	1,000

TABLE 7

AVERAGE ANNUAL INCREASES IN BASE WAGE RATES IN COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED FROM FOURTH QUARTER 1987 TO FOURTH QUARTER 1988

	ALL AGREEMENTS			AGREEMENTS WITH COLA			AGREEMENTS WITHOUT COLA		
	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT	AGMTS	EMPLS	PERCENT
FOURTH QUARTER 1987									
ALL AGREEMENTS	120	125,293	3.5	28	63,413	2.2	92	61,880	4.9
PRIVATE SECTOR	67	76,737	2.5	22	58,869	2.0	45	17,868	4.0
PUBLIC SECTOR	53	48,556	5.2	6	4,544	4.3	47	44,012	5.2
FIRST QUARTER 1988									
ALL AGREEMENTS	177	101,507	3.8	27	18,481	2.5	150	83,026	4.1
PRIVATE SECTOR	70	37,999	3.4	24	16,731	2.3	46	21,268	4.3
PUBLIC SECTOR	107	63,508	4.0	3	1,750	4.4	104	61,758	4.0
SECOND QUARTER 1988									
ALL AGREEMENTS	186	217,183	5.1	35	46,015	3.1	151	171,168	5.6
PRIVATE SECTOR	110	145,579	5.3	32	35,352	3.5	78	110,227	5.9
PUBLIC SECTOR	76	71,604	4.6	3	10,663	1.8	73	60,941	5.1
THIRD QUARTER 1988									
ALL AGREEMENTS	103	77,987	4.5	14	12,535	3.7	89	65,452	4.6
PRIVATE SECTOR	55	45,511	4.3	12	10,530	3.7	43	34,981	4.5
PUBLIC SECTOR	48	32,476	4.8	2	2,005	4.0	46	30,471	4.8
FOURTH QUARTER 1988									
ALL AGREEMENTS	121	124,354	4.7	17	17,193	4.7	104	107,161	4.7
PRIVATE SECTOR	51	52,149	4.0	14	16,050	4.7	37	36,099	3.6
PUBLIC SECTOR	70	72,205	5.2	3	1,143	4.6	67	71,062	5.2

TABLE 8
CHANGES IN BENEFITS IN SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

TYPE OF BENEFIT	NUMBER OF AGREEMENTS	PERCENT OF AGREEMENTS	NUMBER OF EMPLOYEES	PERCENT OF EMPLOYEES
ALL SETTLEMENTS	117	100.0	124299	100.0
CHANGES IN ONE OR MORE BENEFITS	102	87.2	73504	59.1
PAID HOLIDAYS	13	11.1	5345	4.3
PAID VACATION	39	33.3	35910	28.9
OTHER PAID LEAVES	24	20.5	10047	8.1
HOSPITAL AND MEDICAL	50	42.7	49270	39.6
DENTAL	63	53.8	47223	38.0
SICKNESS AND ACCIDENT	12	10.3	5689	4.6
LONG TERM DISABILITY	21	17.9	18366	14.8
LIFE INSURANCE	45	38.5	17516	14.1
PENSIONS	30	25.6	27316	22.0
OTHER BENEFITS	49	41.9	34165	27.5
SETTLEMENTS FOR WAGES ONLY	5	4.3	35205	28.3
SETTLEMENTS NOT CHANGING ANY BENEFITS	9	7.7	14750	11.9
FIRST AGREEMENTS	1	0.9	840	0.7

FIGURES ARE NON-ADDITIVE. A SETTLEMENT MAY ESTABLISH OR CHANGE MORE THAN ONE TYPE OF BENEFIT.

TABLE 9

DURATION OF NEGOTIATIONS OF SETTLEMENTS OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988
BY SECTOR

DURATION OF NEGOTIATIONS	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS	EMPLS	AGMTS
TOTAL	121	124,354	51	52,149	70	72,205			
1-3 MONTHS	40	24,295	33	19,515	7	4,780			
4-6 MONTHS	28	21,041	10	14,704	18	6,337			
7-9 MONTHS	20	17,012	2	3,791	18	13,221			
10-12 MONTHS	21	34,226	4	2,639	17	31,587			
13 MONTHS AND OVER	12	27,780	2	11,500	10	16,280			

AVERAGE DURATION OF NEGOTIATIONS

MONTHS

TOTAL

6.6

PRIVATE SECTOR

4.2

PUBLIC SECTOR

8.4

TABLE 10
STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

STAGE OF SETTLEMENT	TOTAL			PRIVATE SECTOR			PUBLIC SECTOR		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	121	124,354		51	52,149		70	72,205	
DIRECT BARGAINING	49	55,275		14	8,305		35	46,970	
CONCILIATION	8	8,146		5	7,205		3	941	
POST CONCILIATION BARGAINING	16	6,698		8	3,273		8	3,425	
MEDIATION	25	14,568		15	10,856		10	3,712	
POST MEDIATION BARGAINING	1	385		.	.		1	385	
ARBITRATION	5	12,744		.	.		5	12,744	
WORK STOPPAGE	9	14,359		7	13,191		2	1,168	
OTHER	8	12,179		2	9,319		6	2,860	

TABLE 11

DURATION OF NEGOTIATIONS AND STAGE OF SETTLEMENT OF COLLECTIVE BARGAINING AGREEMENTS
COVERING 200 OR MORE ONTARIO EMPLOYEES, RATIFIED IN FOURTH QUARTER 1988

STAGE OF SETTLEMENT	TOTAL			1-3 MONTHS			4-6 MONTHS			7-9 MONTHS			10-12 MONTHS			13 MONTHS AND OVER		
	AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS		AGMTS	EMPLS	
TOTAL	121	124,354		40	24,295		28	21,041		20	17,012		21	34,226		12	27,780	
DIRECT BARGAINING	49	55,275		17	7,515		11	4,296		11	13,878		6	26,969		4	2,617	
CONCILIATION	8	8,146		3	895		4	6,821		.	.		1	430		.	.	
POST CONCILIATION BARGAINING	16	6,698		7	2,256		2	1,880		2	584		3	1,409		2	569	
MEDIATION	25	14,568		9	3,730		7	6,850		4	1,474		5	2,514		.	.	
POST MEDIATION BARGAINING	1	385		.	.		1	385		.	.		.	.		.	.
ARBITRATION	5	12,744		.	.		.	.		1	352		1	222		3	12,170	
WORK STOPPAGE	9	14,359		2	580		2	485		.	.		2	870		3	12,424	
OTHER	8	12,179		2	9,319		1	324		2	724		3	1,812		.	.	

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